



Student Director/Pastor

General Description

The Student Pastor is responsible for leading middle and high school students to follow Jesus and become disciple-makers through intentional relationships.

This leader will step into a ministry with an existing foundation and help guide it into its next season of growth, clarity, and impact. We are looking for someone who brings fresh vision, energy, and strategic leadership to build on what has been established and help move it forward.

The Student Pastor will invest deeply in developing and empowering volunteers and leaders, creating a culture where students are known, loved, and discipled. This leader will also partner with parents as primary disciplers and build meaningful connections in the community.

Organizational Relationship

This is a full time position that reports directly to the Next Gen director.

Who We're Looking For

We are looking for a **builder and leader of leaders**—someone who:

- Brings clarity and direction to a ministry ready for its next step
- Naturally builds teams, systems, and healthy ministry environments
- Is passionate about students, but **prioritizes developing leaders who disciple students**
- Thrives by creating momentum, not just maintaining programs
- Leads with both **relational warmth and strategic intentionality**

Primary Responsibilities

1. Lead the Next Season of Student Ministry

- Provide clear vision and strategy that builds on the current foundation
- Strengthen and refine ministry structures to support healthy, sustainable growth
- Identify opportunities to bring fresh energy and clarity to the student experience

2. Lead and Develop Leaders

- Recruit, train, coach, and care for a strong team of volunteer leaders
- Build a culture where leaders feel equipped, valued, and empowered
- Invest significant time in developing leaders who disciple students
- Provide consistent coaching, feedback, and leadership development

3. Build a Discipleship-Driven Ministry

- Ensure every student is connected to meaningful relationships and small groups
- Equip leaders to help students follow Jesus, be changed by Him, and join His mission
- Oversee curriculum that is biblically grounded, engaging, and applicable

4. Partner with Parents

- Resource and equip parents as the primary disciplers of their students
- Build strong, trust-filled relationships with families

5. Create Strategic Growth and Outreach

- Build relationships with local schools and community organizations
- Identify opportunities to reach new students and families
- Partner with internal teams to ensure the ministry is visible, inviting, and aligned

6. Lead Ministry Execution

- Oversee weekly environments, events, camps, retreats, and mission opportunities
- Ensure excellence in planning, communication, and execution
- Continuously evaluate and improve ministry effectiveness

7. Align with Riverside's Mission

- Live out and model Riverside's mission and values
- Collaborate with staff to contribute to overall church health
- Keep leadership informed on ministry health and progress

8. Next Gen Team Collaboration

- Collaborate closely with Next Gen team to align ministry vision and strategy, actively fostering a culture that champions the next generation.
- Partner in planning and executing Next Gen events and help develop intentional parent initiatives that equip families to be the primary disciple-makers of their kids.

Key Outcomes (What Success Looks Like)

- A student ministry with clear vision, healthy momentum, and strong leadership culture
- A growing and engaged volunteer team that owns the mission together
- Strong leader-to-student relationships and discipleship pathways
- Increasing student engagement and consistency
- Parents who feel equipped and supported
- A ministry that continues to grow in reach, depth, and impact

Qualifications

- Actively following Jesus and engaged in discipleship
- Bachelor's degree preferred
- 5+ years of ministry experience, including leading and developing teams
- Demonstrated ability to build and grow healthy teams or ministries
- Strong communicator with the ability to connect with students and adults
- High level of self-awareness, humility, and coachability
- Proven strength in recruiting, equipping, and leading volunteers

Final Word

This role is about building forward—bringing clarity, energy, and leadership to help a good foundation become something even more impactful.

We're looking for someone who will invest in leaders, love students well, and help shape a ministry where students don't just attend—but follow Jesus and become disciple-makers themselves.

Applicants should email jobs@riversidechurch.org with resume and cover letter