



St John's Church Office, Bilton Lane,
Harrogate, HG1 3DT 01423 565129
church@stjohnsandstlukes.org.uk
Rector: Simon Dowson 07735 532821

JOB DESCRIPTION AND PERSON SPECIFICATION FOR

TITLE: Young people's worker
EMPLOYERS: The PCC of Bilton St John and St Luke, Harrogate
RESPONSIBLE TO: The team rector
REPORTING TO: The team rector

1. INTRODUCTION

St John's and St Luke's are the two churches in the Anglican parish of Bilton, on the North side of Harrogate. We are in the open evangelical tradition and the rector has a New Wine background. Between our two churches we have a worshipping community of approximately 175 adults and 60 young people. We want to become more effective in helping young people within the church become mature and dedicated disciples of Jesus, and we want to grow and develop our ministry in local schools. Therefore we want to appoint a person with the suitable skills and experience to support our existing team of volunteers and initiate new activities that will help achieve our goals.

2. CORE RESPONSIBILITIES

CHURCH

The young people's and schools worker will:

- provide relational, caring, innovative and inspirational leadership of our youth and children's work, primarily with young people in school years 5 to 11, using missional as well as attractional methods. We believe 'The Jesus Pattern' of 'Up, In and Out' discipleship is a great way to achieve this – see www.youtube.com/watch?v=CnNJklu3FUw
- help to recruit, train, resource and invest in our volunteer team
- be a leader in mission to reach local young people and see them come to faith in Christ
- work closely with the existing children's and youth work coordinator (a voluntary role) to provide appropriate oversight of children and young people at St John's and St Luke's
- work with the parish safeguarding officers to maintain the highest standards of Safeguarding procedure across the full breadth of young people's ministries at St John's and St Luke's
- help resource parents and the wider church family in the spiritual nurture of young people
- help lead and/or preach in an all age service context, with appropriate training if required

- report to and attend PCC meetings as required
- fulfil any other duties and responsibilities as reasonably required by the line manager or in his/her absence, the PCC.

We also recognise that there may be areas of work that we have not yet considered

SCHOOLS

The young people's and schools worker will develop our ministry in local schools (whilst explicitly avoiding the danger of spreading him/herself too thinly) and seek to offer young people the opportunity to encounter, explore and question the good news of Jesus and make their own response. This will be achieved, for example, by:

- seeking to build good relationships in schools, with both students and staff
- establishing lunch time or after school clubs
- offering mentoring as appropriate/requested
- offering self-esteem courses to help address mental health issues
- partnering with schools to deliver curriculum events
- joining in with existing work such as 'Prayer Spaces in Schools' – see <https://www.prayerspacesinschools.com/>

We also recognise that there may be pioneering work that we have not yet considered

3. KEY TERMS

Length of contract:	3 years
Start Date:	January 2019 (or later if circumstances so determine)
Work pattern:	37.5 hours per week including some evening and weekend work
Holiday:	5 weeks plus bank holidays (Including 5 Sundays)
Salary:	between points 8-13 (£20,038 to 24,636) on the JNC scale, dependent on qualifications and experience, plus pension contributions
Pension:	as per government regulations
Place of work:	predominantly St John's and St Luke's churches
Expenses:	Agreed expenses of office will be reimbursed in full
Review:	There will be a six-month probationary period and annual appraisals. One month's notice of termination of employment will be required on either side.
Management:	the team rector will be the line manager and will provide support through regular contact and team meetings. The role involves working with the youth and children's work co-ordinator and the post-holder attending church council meetings as required and presenting reports. There will also be a supportive management group drawn from members of the two congregations
Training:	Appropriate training will be made available, for example through the Diocesan Children's work dept and the New Wine Network
Support	there is an expectation the post-holder will have a spiritual director and a mentor/work consultant.
DBS:	an enhanced DBS check will be taken up prior to taking the post as part of our safer recruitment procedures

1. Person specification

Attributes	Essential	Desirable	Method of Assessment
Education and Training	<ol style="list-style-type: none"> 1. A good standard of written English (GCSE English or equivalent). 	<ol style="list-style-type: none"> 1. Nationally recognised qualification in children/youth work at degree or equivalent level. 2. Safeguarding training. (Will be refreshed once in post). 	Application documentation.
Experience	<ol style="list-style-type: none"> 2. Active member of a Christian church. <i>* Given the nature and context of the work it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010.</i> 3. Personal experience of a living faith in Christ and the desire to share the gospel with others. 4. First-hand experience of leading or coordinating activities for children or youth that are appropriate for the context of church and schools. 5. Experience of working within a team. 6. Experience of leading a team. 7. Experience of schools ministry 	<ol style="list-style-type: none"> 3. Experience of working as part of a staff team. 4. Experience of working in a local church context. 5. Experience in leading children and young people to Christ and nurturing them in their faith. 	Application documentation and interview.
Knowledge and skills	<ol style="list-style-type: none"> 8. A clear understanding of children/youth and principles of children/youth work. 9. Skills in raising up and nurturing teams of volunteers and training them to be effective in children and youth work. 	<ol style="list-style-type: none"> 1. Specific gift(s) or interest(s) that could be a focus for attracting children/ youth/ families. 	Application documentation, interview and practical exercise.

Attributes	Essential	Desirable	Method of Assessment
	<p>10. Working knowledge and commitment to safeguarding and promoting the safety and welfare of children/youth.</p> <p>11. Excellent skills in direct work with children/young people.</p> <p>12. Literate in IT including use of social media and word processing.</p> <p>13. Good people and communication skills, appropriate for connecting with children, youth and their parents, interacting with the church family and reaching the community.</p> <p>14. A solid grasp of the Christian faith, knowledge of the Bible and an understanding of how to live as a disciple of Christ.</p>		
Qualities	<p>15. Able to speak with sincerity and enthusiasm about matters of Christian faith in an informed, effective and non-judgmental way.</p> <p>16. Able to relate effectively with a wide spectrum of people - adults, young people and children.</p> <p>17. Able to communicate effectively in person and in writing.</p> <p>18. Able to motivate self and others and to manage use of time.</p> <p>19. Able to work as part of a team and to follow the leadership of others.</p> <p>20. Able to lead others and to help them discover and use their gifts.</p> <p>21. Able to initiate and develop projects</p> <p>22. Able to present a strong Christian role model in daily life.</p> <p>23. Able to work comfortably with the evangelical ethos and spiritual emphases of the parish of Bilton as laid out in our Mission Action Plan (attached).</p>	<p>6. Able to set and work to goals without direct supervision.</p> <p>7. Able to work in a range of social and cultural contexts.</p>	Application documentation, interview and practical exercise.

Attributes	Essential	Desirable	Method of Assessment
Other	<p>24. Satisfactory Enhanced DBS disclosure.</p> <p>25. Commitment to be part of the life of the parish, in addition to employed role.</p> <p>26. Commitment to engage in professional and spiritual development.</p> <p>27. Physically and emotionally able to carry out the demands of the work.</p> <p>28. Willingness to work within the authority structures of the Church of England.</p>	<p>8. Have access to appropriate transport for travel within the area.</p> <p>9. Willingness to receive spiritual support from a mentor or mature Christian.</p>	Application documentation and interview.