

Youth Worker Post Description

| | |
|-------------------------------|--|
| Title of the post | Youth Worker |
| Line-Manager | HR Team Leader/Minister |
| Office base | Church Office |
| Hours | Full-time (37 hours per week, to be worked over 6 days including some evenings: one full day off per week) |
| Financial Arrangements | JNC Scale 11, plus possible room with a church member |
| Holiday entitlement | 25 days per year, mainly to be taken in school holidays (in addition to bank holidays) |

Background:

In the Lower Earley area support for young people is a real need. Young people's lives are characterised by considerable and growing pressure. Education, broken families, lack of male role models, drugs and social media contribute to this and result in increasing mental health and identity issues in young people.

Over the last five years statutory youth provision has been whittled away significantly to the extent that it is now negligible.

There is a huge window of opportunity in this locality to invest in young people and this post offers the opportunity to play as full a part as possible. Youth work that straddles the divide between Christian and community-based does exist in the area with the lead taken by one Berkshire-based Christian charity (Just Around the Corner - committed to engaging with young people and their families) and includes volunteers from some local churches and one (possibly two) church-based youth worker(s). Two previous student youth workers at Trinity were involved up to mid-2016. However, the need far outweighs the provision.

There is a favourable climate with the local Town Council and good relationships between the local churches.

There are three equally key elements to this post:

- **to nurture and disciple the existing young people** at Trinity so they grow in their faith. The group is currently approximately 10-15 young people, with more on the fringes and older members of Junior Church soon to be old enough. The aim is to increase the size of this group. We recognise there is much potential here and need the input of a youth worker to build on the faithful work of our volunteers. We can see that a co-ordinated local programme of youth work might look very different to what has gone before.
- **to engage with the other stakeholders** already involved in the local community-based youth work and play a strategic part in its on-going development and implementation. Immediately adjacent to Trinity is the space where previous statutory-funded youth work was based. There is potential for this post to operate in/out of this building.
- **to assist with developing effective continuity** between the younger children's work in Trinity, which typically falls under our Junior Church and

Family ministries, and our youth work with teenagers. We want to minimise any possibility of younger teenagers losing interest.

Overall Aim of this post:

To lead and co-ordinate the development of youth work at Trinity. This will involve:

- Supporting, caring for and nurturing the young people already in and linked to Trinity.
- In partnership, where possible, with other local churches and relevant stakeholders, develop and implement and maintain an up to date strategy for Trinity to support young people in the community – practically and evangelistically.
- Working with Junior Church and our Family Ministry to develop a smooth transition for young people from Junior Church to the youth programme
- Leading, co-ordinating and developing the volunteer youth leadership team in Trinity.

Specific Duties and Responsibilities

- To lead, work with, support/train and develop Trinity's current team of volunteer youth leaders.
- To develop and co-ordinate Trinity's vision for youth activities so it complements and reflects Trinity's vision and values: maintain an up to date Youth Work Strategy.
- To develop and help lead Trinity's young people's work (secondary school age) week by week.
- To disciple the young people and encourage each of them to become an active and influencing part of the Christian and local community. This will include researching and running appropriate courses, including Confirmation classes, attending camps, festivals (eg Soul Survivor).
- To play a significant part in the development of local community-based youth activities in partnership with the other local stakeholders already involved. This will include involvement in local schools work with different stakeholders, such as Just Around the Corner.
- To work with Trinity's Families and Pastoral Development Worker and Junior Church Team to help manage the transitions our young people make as they move through different groups.
- To take part in Trinity's holiday clubs.
- To undertake administration, including safeguarding, communication, networking and publicity as required for the youth work.
- To represent Trinity at the local youth worker forum.
- To undertake projects and other reasonable duties as assigned.

Person Specification

Essential

- We are looking for a person with the right heart, attitude and commitment to the role. We are looking for the person with what we discern as the best combination of experience and or qualifications – a relevant youth work degree or equivalent qualification.
- Christian commitment; embracing Trinity Church's vision, purpose and values.
- A willingness to work with children of all ages.
- Experience in community-based work with young people.
- Good communication skills.
- Ability to work strategically using your own initiative.
- Leading a team and being part of wider volunteer church leadership teams.
- Good sense of humour.
- Ability to work well under pressure and be flexible.
- Ability and willingness to work evenings and some weekends.
- Willing and able to take an active part in the Church and regularly attend and take part in worship services at Trinity.

Desirable

- Full driving licence.
- Experience in organising events.
- Abilities that can be used to engage young people e.g., music, sport, creative gifts, etc.
- Experience in helping young people manage the transition between different age group activities in a Church setting.

To Note

- The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy and if, at any time, the youth worker sees or hears anything that could suggest a safeguarding risk, or has any other reason to feel concerned, then s/he should report it immediately - either to his / her 'manager' or to the safeguarding representative.
- This post requires an enhanced criminal record check plus barred list check.