



St Andrew's, Bishopthorpe; St Chad's, York; St Clement's, York

Young People's Worker

Is God calling you to come and join us in the Bishopthorpe Road Parishes as we look to build on a heritage of work with children and young people and to lead the development of new ways of engaging with them both in and out of the church? Our shared values as we journey *On the Road Together, Where the River Flows* are Encounter, Adventure, Renewal and Generosity, and we want to see many children and young people encounter the living God and adventure with us as disciples of Jesus Christ.

We are looking for somebody to join our small and supportive staff team to take a lead in this ministry in our parishes, and to make a difference for our churches, communities and especially for the children and young people within them. The successful applicant will be able to relate well to young people, to teach them the Christian faith and to walk alongside them as they become disciples and will also be able to inspire and lead others in the churches to be involved in this work. They will have the opportunity to shape the children's and youth ministry in our parishes, building on several small-scale current activities and a strong link with the junior school in Bishopthorpe, but also discerning and pioneering new ways of working.

Employed by: The PCC of St Andrew's, Bishopthorpe

Reporting to: the incumbent, the Revd Simon Bray, as line manager, with at least weekly contact and regular supervision meetings, and periodically to a reference group nominated by the three PCCs of the group.

Work Areas: The parishes of St Andrew's, Bishopthorpe (50% of the role), and St Clement's and St Chad's, York (the other 50% combined)

Hours of work: 24 hours per week

Salary: £18,000 pa (£30,000 pa pro rata)

Pension: Automatic enrolment in a NEST pension scheme with compulsory 5% employee contribution and matched 5% employer contribution

Key Tasks

- Support and develop the ongoing activities for children and families within the parishes.
- Develop the existing programme of children's work delivered across the 3 churches on Sunday mornings.
- Work with the staff team, PCCs and other leaders to develop a clear strategy for the growth of children's and families' work within the 3 churches and local community.
- Recruit, train, support and motivate teams of volunteers from the 3 churches to resource the children and families work.
- Develop and expand our existing team of volunteers to resource our work with children and families.
- Encourage and support households as they explore the journey of faith with their children.
- Review and develop our activities for children and families in the wider community.
- Build on existing links with schools and other local Christian groups working with children and families, for example York Schools & Youth Trust (YoYo).
- To work in accordance with parish policies on Safeguarding, Health & Safety, Risk Assessment and Data Protection.
- The ability to work well as a team leader and team member with strong organisational and planning skills.
- To work collaboratively with our PCCs and staff team.
- To participate in regular staff meetings and other leadership meetings as required.

Terms and Conditions

- Hours of work: 24 hours per week worked flexibly around the activities/ events for children and families, but including Sunday mornings and a weekly staff meeting, currently on Wednesday mornings.
- Opportunities for study, training & networking, to be identified and arranged as appropriate for the successful candidate.
- 1/2 day per month for personal retreat.
- 6 weeks annual leave per year and Bank Holidays, pro rata.
- There is an expectation that you will worship in one (or more) of our three churches.
- There is an expectation that you will be available to work for major Christian festivals like Christmas and Easter - time off in lieu will be given.
- All reasonable expenses will be reimbursed, and a small allowance made available for training and books.
- Appointment is subject to TWO satisfactory references, Enhanced DBS check and proof of qualification (where appropriate).
- Appointment will be subject to satisfactory completion of a six-month probationary period.

Person Specification - Essential:

- Vibrant and committed Christian with the passion to see children and families come to know Jesus and grow in faith (the centrality of Christian mission and teaching of the faith in this role mean that there is a Genuine Occupational Requirement (GOR) under the Equality Act 2010 that the holder of this post is a practising Christian).
- Experience of working with children and families in church, schools and community settings.
- Strong planning and organisational skills.
- A commitment to engage in ongoing professional development through training courses, academic study relevant to the post.
- Experience of working with and implementing safeguarding policies and procedures, including in online and digital spaces.
- Excellent communication skills and the ability to relate, build relationships and communicate effectively in a variety of contexts.
- Passion and vision for creative mission to and with children and young people.
- Experience in leading and ability to train volunteers.
- Competent IT skills across a range of platforms.
- Ability to work well as team leader, a team member and to be a self-starter.

Person Specification - Desirable:

- Relevant academic and/or professional qualification in youth and/or children's work, or substantive experience in church-based ministry.
- Experience of handling budgets and accessing external funding.
- Track record in making young Christian disciples.
- Musical ability
- Understanding of the Church of England and of parish structures and processes.