

1.0 POST DETAIL

Job Title : **SENIOR YOUTH WORKER**

2.0 REPORTING LINES

Primary : The Board of Trustees (The Board) of North East Scotland Youth for Christ (NES Youth for Christ) and the Line Manager appointed by The Board.

Secondary : While the Senior Youth Worker's primary reporting line will always be to NES Youth for Christ, there will be times when a secondary reporting line will exist with the leadership team of The Lighthouse Support Centre (LSC) when working on a project which is under their control.

The Senior Youth Worker will at such times retain the right to refuse instructions from LSC if considered necessary and clarify the situation as soon as possible with a member of The Board or the Line Manager as appropriate.

Responsible for : The Senior Youth Worker will have delegated responsibility for the supervision and necessary training of any volunteers involved in front line youth work which is under the remit of NES Youth for Christ.

3.0 DUTIES & RESPONSIBILITIES

3.1 Youth Ministry Initiatives and Projects

- Active involvement in the supervision, planning, preparation and delivery of youth and children ministry initiatives as agreed with The Board.

Such initiatives will involve working in partnership with LSC and shall include but not be limited to the following initiatives which shall be delivered according to best practice guidelines, health and safety requirements and NES Youth for Christ's policies and procedures.

❖ One to One and Group Personal Support and Development Initiatives

- Befrienders (Riverbank Primary School – one to one support and mentoring) – co-ordinated by LSC
- Schools Pastor (St Machar Academy – caring, listening, helping – one day weekly session) – in conjunction with a team of other school pastors
- Transforming Lives for Good (Riverbank Primary School – one to one mentoring in class time) – co-ordinated by LSC
- The Space (after school club for St Machar Academy pupils) – co-ordinated by LSC
- Lighthouse Explorers/Scripture Union (P5 – P7 primary school pupils at lunch time) – co-ordinated by LSC
- Bible Alive (primary school pupils exploration of The Bible, seven week block) – co-ordinated by LSC

❖ Group Sports Centred Personal Support and Development Initiatives

- Riverbank Primary School Football Team (formation, coaching and supervision)– co-ordinated by LSC
- 'The Cage' Panna Football (St Machar Academy and Seaton Community Church) – co-ordinated by NES Youth for Christ

The above initiatives have been running for some years now and will require to be restarted by the incoming Senior Youth Worker.

- Football coaching (Riverbank Primary School) including but not limited to team selection, managing team training sessions and eligibility protocol, organising participation in local football leagues and competitions, attendance and supervision of team at local football games.
- Identify, recruit, supervise and support volunteer workers as required to support the ministry initiatives including the identification and provision of necessary training for volunteers.
- Build and maintain meaningful and real relationships and developing trust between yourself and young people, local school staff, ministry partners, churches ministry forums and other support organisations.
- Undertake other responsibilities which are considered appropriate or developmental to the role as mutually agreed with The Board.
- Identify to The Board any training requirements which are considered necessary or developmental to the role.
- Explore and identify new and innovative initiatives to reach out to young people with practical help and the message of the Gospel, where necessary following consultation and in conjunction with LSC. Preparation and presentation of appropriate strategies to The Board. Initiation of approved initiatives.
- Expand and develop the existing ministry initiatives and work with The Board to deliver the ongoing vision and strategy for NES Youth for Christ in youth ministry provision.
- Carry out such administrative functions as considered necessary within the remit of the position and as agreed with The Board.

3.2 Best Practice and Procedures

- Obtain a good understanding of all NES Youth for Christ policies and procedures as relative to the delivery of ministry initiatives; ensure strict compliance with such policies, procedures and best practice; highlight any perceived deficiencies in such to The Board for rectification.
- Ensure all NES Youth for Christ events and activities are suitably risk assessed and that required control measures are in place.
- Ensure that any accident or incident which occurs during the delivery of ministry initiatives is reported and recorded in compliance with NES Youth for Christ's policies and procedures i.e. Health and Safety, Safeguarding.

3.3 Communications and Public Relations

- Provide accurate, appropriate and clear verbal or written communications, reports etc to The Board, other NES Youth for Christ staff and volunteers as deemed necessary or requested by The Board.
- Attend the monthly meetings of The Board and act as the interface between the front line delivery of initiatives and The Board.
- Be the first point of contact and co-ordinator of the interface between NES Youth for Christ and LSC and other local ministries; parents and guardians of young people; local churches, community organisations, youth services etc.
- Provide input and assistance to The Board for the promotion and support of NES Youth for Christ's ministry through social media platforms (Facebook, Twitter, Website etc); quarterly newsletter, church presentations etc.
- Where appropriate actively seek partnership with other youth workers, being mindful of the strengths and boundaries of NES Youth for Christ.
- Represent NES Youth for Christ across different networks and ministry gatherings i.e. pastors and youth worker fraternal; relevant national and local meetings, training events and conferences as deemed appropriate on mutual agreement with The Board.
- Assist the Board of Trustees where appropriate with the identification and utilisation of available funding streams to support and develop the work of NES Youth for Christ.

3.4 Own Personal Care and Support

- Arrange for and confirm their own spiritual care and development by, for example, the use of a spiritual mentor, prayer partners, etc. and by active membership of a local Christian church.

- Preparation and submission to Line Manager or The Board of a Monthly Project Report detailing the various initiatives worked on throughout the month, inclusive of noted challenges and stress points.

Through discussion with Line Manager and/or The Board review such challenges and stress points, identifying and putting in place such solutions as are necessary.

4.0 PERSON AND SKILLS SPECIFICATION

Item	Essential	Desirable
01	A committed evangelical Christian, a member of an evangelical church, with a good understanding of Biblical principles and a lifestyle which is a true reflection of Christian Faith.	
02	A strong commitment to evangelism and creativity in approach.	
03	A high level of maturity and diplomacy to (a) enable effective interaction with parents and guardians of young people, and (b) maintain discipline and order when working with groups of young people.	
04	Good communication and presentation skills and experience of communicating the Gospel to young people in a manner which is relevant to them and everyday life.	
05	A self-disciplined and self-motivated team player who can act on their own initiative where appropriate and have a flexible approach to the execution of the required duties.	
06	A friendly, outgoing and sociable disposition when interacting with young people, adults and colleagues.	
07	Proven experience of at least three years in leading youth or children's projects, whether paid or voluntary.	A lesser degree of experience period will be considered dependant on what experience has been gained. A recognised and relevant youth work qualification.
08	Good communication and presentation skills and experience of communicating the Gospel to young people in a manner which is relevant to them and everyday life.	

Item	Essential	Desirable
09	Proven experience in empathetic pastoral care and discipling of young people.	
10	Proven experience in football coaching involving young people in the primary 7 upwards age range.	A recognised qualification in football coaching.
11	A current working knowledge of best practice in schools and a broad understanding of issues related to curriculum and the place of faith based groups operating within the community of the school.	A lesser degree of knowledge will be considered dependant on what knowledge is held.
12	Proven basic understanding of safe practice policies such as Safeguarding, Health and Safety, General Data Protection Regulations (GDPR).	Proven comprehensive and effective working knowledge of safe practice policies such as Safeguarding, Health and Safety, General Data Protection Regulations (GDPR).
13	Proven leadership skills gained in leading, motivating, mentoring and managing a team of employed staff or volunteers.	Ability to lead volunteers in group prayer.
14	Proven experience in networking; building, maintaining and working in authentic partnerships with relevant individuals, agencies and churches.	
15	Good administration, organisational and time management skills; and the ability to comply with allocated reporting and action time lines.	
16	Competency in the use of current information and other technologies which can be used in the effective delivery of ministry objectives.	
17		Possession of a current First Aid certificate. Training can be provided if necessary.
18		A full and current driving license and access to a vehicle which would be available for work purposes. Ideally the vehicle should have the capacity and the driver the competence to tow our loaded PANNA football cage trailer. The cost of fitting a tow bar to the vehicle and additional insurance cost would be reimbursed by NES Youth for Christ.