



'The Cage' in action again at St Machar Academy

FULL TIME STAFF SENIOR YOUTH WORKER

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SECTION ONE

INTRODUCTION TO NORTH EAST SCOTLAND YOUTH FOR CHRIST

1.1 North East Scotland Youth for Christ (NES Youth for Christ) in Aberdeen is an evangelistic organisation who seeks to see young people's lives changed by Jesus as we take the good news relevantly to every young person in the Tillydrone area of Aberdeen and when possible, the wider North East of Scotland.

NES Youth for Christ, was founded in 1989 and is a non-denominational, independent youth outreach and development charity, registered with the Office of the Scottish Charities Regulator (SCO18031). NES Youth for Christ is also a chartered member of British Youth for Christ.

Throughout our 27-year history, our work with young people has evolved and developed to meet the needs of young people across the wider North East of Scotland. Around five years ago we developed a particularly strong burden for the young people of Tillydrone and the surrounding areas of Seaton and Woodside, but primarily in Tillydrone. That is now the main focus of our ministry and we have developed a very strong working relationship with the Lighthouse Support Centre (LSC) which will be based in the new Community Hub in Tillydrone, local primary and secondary schools and other community organisations.

Motivated by our Christian faith, we aim to support and encourage all young people regardless of their background, ethnicity, beliefs or situation. We are particularly concerned for those in conditions of need, hardship or distress by reason of their social, physical or economic circumstances. As a faith based charity we openly discuss our faith when asked, as spiritual understanding, exploration and formation is important when working with young people holistically. These discussions are very much young person led and we do not force our views upon the young people we work with.

We believe that every young person has the potential to become a positive member of and contributor to society, if given opportunity, encouragement and support. We do not judge them but believe that by getting alongside them, showing that we care and providing them with positive activities and experiences, these attributes will develop in them. As their trust and self-belief and esteem grows, they can begin the journey to reach their full potential.

SECTION TWO

ROLE RELATED INFORMATION

2.1 SUMMARY

NES Youth for Christ is seeking to recruit a full time Senior Youth Worker who will have:

- a) Active involvement in the supervision, planning, preparation and delivery of youth and children ministry initiatives among young people in the age range of 11 to 18, as agreed with The Board of Trustees (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 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 lunch time session during term time as part of the School Pastors team).
- 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 (Bible exploration – primary school pupils, 7 week block) – co-ordinated by LSC.

Group Sports Centred Personal Support and Development Initiatives

- Riverbank Primary School Football Team (team selection, supervision of training sessions, attendance at matches within Aberdeen City etc) – co-ordinated by LSC.
- 'The Cage' Panna Football (St Machar Academy and Seaton Community Church) – co-ordinated by NES Youth for Christ.

- b) 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 with LSC. Work with The Board to deliver the ongoing vision and strategy for NES Youth for Christ in youth ministry provision.

There is an occupation requirement that the role holder is a committed Christian in accordance with Part 1 of Schedule 9 of the Equality Act 2010.

A detailed Job Description is included as a separate attachment to this document.

No Job Description can be entirely comprehensive and the post holder will be expected to adapt and carry out such other duties as may be required from time to time and agreed with The Board. Such duties shall be carried out on the understanding that they will be within the post holder's remit, capability, and be consistent with the status and responsibilities of the role within NES Youth for Christ. Any necessary training will of course be provided as mutually agreed with The Board.

There is the expectation that the post holder will be able to grow in the role, taking on increased responsibilities within NES Youth for Christ. As part of this development, Job Description and salary grading would be reviewed and any adjustment made accordingly by The Board.

Should a potential applicant require any additional information relevant to the role they should feel free to contact NES Youth for Christ's point of contact as detailed in Section 2.2.2 within the detailed times.

2.2 GENERAL INFORMATION RELATING TO POST

2.2.1 Work Hours, Salary, Location etc.

Job Title : Senior Youth Worker (full time staff)

Working Hours : 37.5 hours per week

Due to the nature of the post these hours may include some unsocial hours in the evenings and at weekends. No overtime payment shall be paid, however time off in lieu may be taken as agreed with The Board.

Work Location : Primarily in and around Tillydrone, Seaton and Woodside with intermittent activities within and outwith Aberdeen City.

Working base will be in office space within the LSC accommodation in the Tillydrone Hub Building

Salary : £20,319 to £22,967 per annum, dependant on experience, paid monthly in arrears. Salary will be reviewed annually in January.

2.2.2 Application Process

- Protection of Vulnerable Groups (PVG)

As the duties of the post will include working with young people in an unsupervised capacity, the successful candidate will be subject to a full PVG check through Disclosure Scotland. Any applicant must provide the following as part of their application.

- ❖ Willingness and permission to undergo a full PVG check.
- ❖ Their current PVG reference number should a full PVG check have been carried out as part of a previous or existing employment.

Failure to provide the above PVG requirements will result in an application being immediately rejected.

Should a PVG check which has been carried out by Disclosure Scotland indicate that an applicant is unsuitable for employment in the role; their application will be immediately rejected or employment terminated.

- Code of Conduct

NES Youth for Christ is committed to its staff, to their development and has a 'duty of care' towards each member of the staff team. NES Youth for Christ is committed to act with compassion, grace and pastoral concern. Members of staff are encouraged to make every reasonable effort and intention to meet the standards of personal conduct within a work and social context as set out in NES Youth for Christ's Code of Conduct which is included as a separate attachment to this document.

- Application Form : An application form is provided as a separate attachment to this document.

- **Closing Date for Applications** : **Close of business – 08 March 2019**

- Application Submission Address : Via email to treasurer@nesyfc.org.uk

Via post to:

The Treasurer
North East Scotland Youth for Christ
C/o Deeside Christian Fellowship Church
Binghill Drive
Milltimber
Aberdeenshire
AB13 0JE

- NES Youth for Christ Point of Contact : Tom Cowie, NES Youth for Christ Treasurer and Acting Chair of Trustees

Email : treasurer@nesyfc.org.uk

Telephone : 07765 953878 (6.30pm to 8.30pm)

2.2.3 General Terms and Conditions Relative to the Post (extract from full Employment Contract)

Detailed below are some salient points which have been extracted for guidance from the full NES Youth for Christ Employment Contract Terms and Conditions. A full contract will of course be issued to the successful applicant as part of an Offer of Employment.

- a) The post has an initial probation time of three (3) months after which both parties will mutually agree a further extension to probation period or a full term contract. No guarantee would be given relative to the length of the final employment period.
- b) All offers of employment are subject to:
 - (i) A full PVG check
 - (ii) Acceptable references (two)
 - (iii) The satisfactory completion of the probationary period (three months or extension thereof) as agreed by The Board.
 - (iv) Signed confirmation of agreement with NES Youth for Christ's Statement of Faith and Code of Conduct.

- b) The annual leave entitlement for this post is 20 days per annum plus bank holidays, pro rata in the first year, with an increase to 25 days per annum plus bank holidays after five years' service.

The annual leave year runs from 01 January to 31 December and annual leave and bank holidays will be taken in agreement with The Board.

- c) The period of notice for terminating employment is one month, applicable to both parties.
- d) Personal expenses incurred in carrying out the duties of the post which have been pre-agreed by The Board and are supported by receipts will be reimbursed by NES Youth for Christ.

Personal travel expenses incurred in carrying out the duties of the post which have been pre-agreed by The Board shall be paid at the current rate per mile (car) or at the actual cost of using public transport. This shall not include the post holder's daily commute to and from the main work base. Travel expense rates will be reviewed by The Board.

NES Youth for Christ will meet any difference in costs in upgrading personal car insurance to include business use.

- e) There is an occupation requirement that the role holder is a committed Christian in accordance with Part 1 of Schedule 9 of the Equality Act 2010.

SECTION 3.0

NES YOUTH FOR CHRIST MISSION STATEMENT AND STATEMENT OF FAITH

3.1 MISSION STATEMENT

Our vision is to take the Good News of the Gospel relevantly to every young person in Aberdeen and where we can the wider North East of Scotland.

From this we have developed several aspects of our mission, which are:

- To share the Good News of Jesus Christ with young people, showing them how it can change their lives for the better.
- To demonstrate God's love and power through our words, works and actions.
- To nurture, train and equip our staff, volunteers and young leaders to help them grow in their faith, take an increasingly active role for Christ empowering them to share the Good News with others.
- To build on existing Christian youth work in partnership with churches and secular bodies, equipping their volunteers with the resources, training and encouragement to help them share the Gospel relevantly.
- To help churches where we can in rural areas work together to overcome the difficulties of youth work in a rural setting, particularly in running dedicated youth events.

3.2 STATEMENT OF FAITH

All our volunteers and staff subscribe to the British Youth for Christ Statement of Faith, which is based on the Youth for Christ International Statement of Faith namely,

- We believe that there is one God, eternally existent in three Persons – Father, Son and Holy Spirit.
- We believe the Bible to be the inspired, the only infallible authoritative Word of God.
- We believe in the Deity of our Lord Jesus, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that the salvation of lost and sinful people is by the grace of God through faith and the shed blood of the Lord Jesus Christ and that regeneration by the Holy Spirit is absolutely essential.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
- We believe in the resurrection of both the saved and the lost – they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
- We believe in the Spiritual unity of believers in Christ.

SECTION 4.0
NES YOUTH FOR CHRIST CORE VALUES AND BEHAVIOURS

4.1 THE CHRISTIAN FAITH AND ITS EXPRESSION

4.1.1 The Christian Faith

- States that God is the sole creator.
- Determines that each individual is uniquely made in the image of God although is also fallen.
- Declares that Jesus Christ is the Son of God who came to save humankind from sin.
- Provides for a relationship with the living God in the person of Jesus Christ that defines what being a Christian means.
- Equips the Christian to live life through the power of the Holy Spirit and grow in holiness.

4.1.2 The Christian Expression of Faith

- Honours, obeys and glorifies God, acknowledging God's sovereignty.
- Nourishes the spiritual life and is fully committed to developing it.
- Believes that no one is beyond the redeeming love of the Saviour, Jesus Christ and this love reaches out to people of all nations, cultures and ethnicities.
- Knows God through the person of Jesus and seeks to follow his way of life, modeling love, justice, peace and forgiveness in attitudes and behaviours.
- Embraces the power of the Holy Spirit as the source of strength for living.

As we see in Colossians chapter 3 the Christians' motivation to express the love of Christ in his/her life affects not just the nature of the work he/she is involved in but in the way he/she behaves and relates to others. This should lead to a vocational and relational lifestyle characterised and driven by faith in God, touching the lives of others through the work of the Holy Spirit.

The motivation for our mission comes from Christ's love compelling believers (2 Corinthians 5:14) and is therefore rooted in our faith in Christ. This faith produces a distinctive heart attitude of love, which expresses and is characterised by the following values and behaviour.

4.2 CORE VALUES

Courageous

We are a bold ministry, willing to step out in faith.

Helpful

We see ourselves as reliable, supportive and nurturing.

Increasing the capacity of individuals and groups to make choices and to transform those choices into positive actions and outcomes. Offering opportunities for experience and participation which leads to learning and growth for young people, volunteers, trustees, staff members and linked partners.

Relational

We believe in people, dignity, love and compassion

Every individual, group or community is created unique and bears the imprint of God. Therefore all relationships within and outwith NES Youth for Christ should be characterised by love, compassion and wholehearted respect for the individual, group or community.

Innovative

We are creative, pioneers and explorers.

Continually pioneering new ways of fulfilling our mission, being prepared to experiment with the new and different as we operate and minister, ensuring a fresh and creative approach to reaching young people relevantly. Meeting the needs of young people and presenting opportunities for exploration of the gospel message.

Spiritual

Connected to Jesus we express fun, energy and creativity

Together

Committed to partnership, mutuality and relationships.

Actively seeking positive opportunity for partnership with other bodies, forming trusting relationships that fulfil agreed upon expectations by sharing complementary strengths and resources to reach our mutual goals.

4.3 CORE BEHAVIOURS

NES Youth for Christ and individual staff would be true to our values in how we operate internally as well as externally. The values which we promote for ourselves as NES Youth for Christ should be matched by those which we practice when relating to others.

These values and behaviours are intrinsically linked to the success and fulfilment of our mission. Therefore, the attitude and motivation of our staff and the way our mission is achieved are as important as the mission itself. (John13:34, Matthew 22:36, 1Corinthians 13:1&2)

As this attitude and motivation come only from a relationship with Christ, it becomes a genuine occupational requirement that many of our staff are committed Christians. Roles that have significant leadership or representational responsibilities, or that are central to fulfilling our aims and purposes or developing and maintaining our Christian ethos, will always be held by committed evangelical Christians. NES Youth for Christ will work at its best when staff work to a common purpose. There are other roles that have key spiritual elements to them that can only be carried out by those who are committed to a living faith in God.

There are some posts which do not require someone to have an expressed Christian commitment, but it is expected that every member of staff will respect and uphold all areas expressed in this document.

NES Youth for Christ recognise that it is essential that these attitudes and behaviours continue in NES Youth for Christ and mark our work. We expect our staff to act in good faith and with loyalty to that relational ethos and to evangelical Christian standards of behaviour.

Notwithstanding this, NES Youth for Christ is committed to diversity amongst its staff and volunteers and will not discriminate on grounds that are unrelated to our ethos. We also hold a Code of Conduct which comes out of our values, beliefs and our ethos.

4.4 FRAMEWORK FOR MISSION

NES Youth for Christ operates within the 4D framework, Demonstration, Declaration, Decision, and Discipleship.

These operate in a cyclical fashion recognising that the nature and work of God precedes the call to conversion and decision. Effective, biblical Christianity demands the process of discipleship as an essential part of any faith decision.

Demonstration

The practice of demonstrating acceptance and love by engaging in community development - as a means of alleviating material need and/or building long-term, unconditional relationships with young people.

Declaration

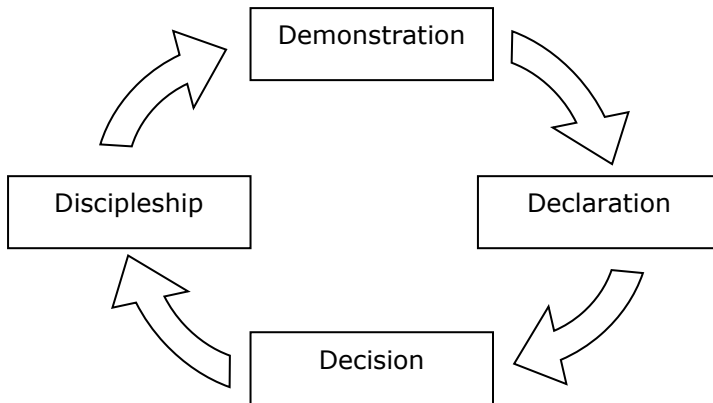
Any means of communicating the Gospel that prepares people to make an informed choice about the validity of the Christian message.

Decision

As a part of the faith journey, decision is a point at which a person becomes aware of the need to make this informed choice to follow Christ, and does so.

Discipleship

The process by which people follow and are formed into the likeness of Jesus Christ, growing in their relationship with and knowledge of God, with others and with their community. This process must be worked out within some form of the Christian church and will involve mentoring, teaching, service and discipline.



We recognise that people are all at different stages of life’s spiritual journey and will fit into different categories, our aim is to provide activities which will meet the needs of young people in their life journey. This ranges from the community of young people who do not attend any church activity and live apart from Christ, to the core of young people who are committed to Christ and ministry and are serving because of their love for Christ.