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| **Post** | Youth worker |
| **Hours** | 25 hours per week (Flexibility on hours, to include two Sundays a month) |
| **Pay** | Salary £10.50 - £12-50 per hour (depending on training & experience) |
| **Supervises** | Intern/Apprentice (if in post) and volunteers |
| **Reports to** | Minister  Supervisor Fiona Potter member of Emmanuel Staffing Group |
| **DBS required** | Yes Enhanced Certificate required |
| **Job description summary** | To lead and grow the Youth discipleship ministry for young people (11-18), of the Emmanuel Group of Churches.  To develop an approach to working with young people (11-18) in Emmanuel Group of Churches and in the local community which fulfils the Church’s stated aim to be  ‘a *family of faith where there is always room for one more’*.  Our particular aim for this post is that young people are given the opportunity to explore, develop and grow their Christian faith as part of our Church developing a culture and set of processes in order to best support children, young people and their families from birth right through to adulthood. We want to see people get to know Jesus, themselves and to be raised up as disciples and rounded people.  This post is part funded for working with young people from the Eastern District of Northampton, who are at risk of becoming involved in serious youth violence, gang culture, crime, county lines. This aim is to be an early intervention and prevention project working in partnership with Northamptonshire Association of Youth Clubs (NAYC). |
| **Main**  **Duties** | 1. To conceptualise, develop and launch a youth discipleship programme for age appropriate groups, and review the outreach programme and opportunities for collaborative working with church and community partners. Build on the existing team of volunteers and encourage and develop others to share in creating and delivering activities for and with young people. 2. Provide pastoral care and support to young people. Relate well to their families and support networks and, where appropriate, sign-post to external agencies. 3. Partner with other churches, community groups and schools to create new opportunities for young people, to encounter faith 4. Maintain up to date records in line with General Data Protection Regulations and policies, to provide feedback to funders, of activities and number of young people supported 5. Attend regular supervision and team meetings and provide reports for committees as requested. |
| **Performance** | 1. Work in a flexible, professional and caring manner in all situations 2. Maintain confidentiality, 3. Ensure any Safeguarding issues are reported to the Safeguarding Co-Coordinator or the Diocese Safeguarding Officer 4. Maintain accurate and timely statistical information 5. Meet with the supervisor on at least a monthly basis, to review performance and agree tasks and goals. 6. Maintain up to date professional training and work practices. E.g. safeguarding and other policies of Emmanuel Group of Churches. In line with the Diocese of Peterborough |
| **Support in place** | 1. You will be part of a Staff Team at Emmanuel Group of Churches who meet weekly and support one-another between times both professionally and in prayer. You’ll see from the included organisational chart that there is a large team of staff and volunteers which you will be invited to take your place in contribute to and benefit from. 2. The minister and a member of the Emmanuel Staffing Group will supervise and mentor, encourage and support the new post holder, and provide an induction to processes, volunteers and young people 3. The Peterborough Diocese Children and Youth Team organize local support ‘Hub Groups’ and offer resources and advice. 4. There are local networks that once the post holder is in place; arrangements could be made for opportunities for meeting up. 5. Training opportunities are available through the diocese and other local orgnaisations. We will encourage you to continue training and professional development. |

# Terms and Conditions

**Hours of Work:** 25hrs per week. We recognize the role will occasionally need flexibility in work hours and so time off in lieu will be agreed as and when necessary.

**Holiday:** 28 days including bank holidays (pro rata to hours)

**Pension** 3 %

**Probationary period: 6 months**

There is a Genuine Occupational Requirement under the Equality Act, 2010 for the post holder to be a Christian.

The post is subject to Enhanced DBS clearance.

**When asked, members of our current young people’s groups raised the following priorities for what they would be seeking from the post-holder:**

*“Someone who is approachable and enthusiastic”*

*“Someone who can lead cell groups, discussion groups with food on Sundays based around what the Church as a whole is learning about that week”*

*“Someone who can be involved in church services, including leading from the front at times, and help them to be attractive for young people, including helping them to take a leadership role where appropriate”*

*“Someone who can fulfil promises to young people”*

*“Someone who is aware of and attentive to well-being and mental health”*

*“Someone who can take them away on Christian camps, events and conferences”*.