



Job Description

JOB TITLE: Youth and Children's Worker (Full Time, Part Time, Job Share)

EMPLOYER: Christchurch, Hitchin

REPORTING TO: Line Manager

SALARY: £22,000 - £26,000 p.a. depending on experience, plus pension contribution with annual review. The post is a permanent position, following a six-month probationary period.

Main Purpose of the job

As a church we are looking for a leader to oversee the development and discipleship of youth and children between the ages of 5-18 years in our church and community. The role is a key part of our church mission of being led by the Spirit, working in the community and leading people to Christ.

Who are we looking for?

We are looking for someone with a passion for seeing children and young people grow in their faith, with experience of ministry and mission to youth and children within church based and community contexts. The role is full time 35 hours a week, but we would consider part-time or job-sharing arrangements for the right person(s).

Who are we and what are our aims?

Christchurch is a Methodist and URC ecumenical partnership with over 250 members. We want to support all people to grow their Christian faith - young and old, churched or not - we long to see more people growing as disciples. We aim to care for and empower people of all ages to take the next step on their own faith journey, through building relationships and equipping for life. We want to be known for making a positive difference in our community - offering support, encouragement and welcome to all.

CORE RESPONSIBILITIES:

- ❖ To build on and develop the vision and mission of Christchurch in our work with children and young people at Christchurch and our wider community.
- ❖ To lead, motivate, equip and work with a team of volunteers for youth and children's work and encourage church members to volunteer.
- ❖ To oversee junior church and youth work, coordinating a team of volunteers and build on teaching and worship programmes to help children and young people explore and mature in their faith.

- ❖ To be part of the Christchurch ministry team, which may include leading occasional Sunday services.
- ❖ To develop, lead, and participate in programmes for children and youth in the local community which will allow for opportunities to build relationships, and reflect God's love, truth, and values to those who are non-churched.
- ❖ To provide a suitable programme of events through the year for children & young people e.g., residential trips, Holiday Club and Community Outreach activities.
- ❖ To take the lead on administration for children's and youth work, including registration, budgeting, and ensuring adherence to relevant safeguarding procedures.

Development Opportunities

There is also opportunity to get involved in the following areas, depending on time taken to fulfil the core responsibilities.

- ❖ Building and developing existing links with other churches, organisations, and groups to work together in town wide outreach initiatives for children and young people.
- ❖ Developing and enhancing existing links with local schools, including exploring working alongside Phase Hitchin, a local charity working to promote young people's resilience and wellbeing.
- ❖ Depending on the applicant's skills and experience, there may also be scope for the applicant to support Christchurch's wider community outreach work.

Terms and conditions

- **Terms of appointment:** Permanent.
- **Normal working pattern:** the role is 35 hours a week (full-time), with working often required on Sundays and some evenings.
- 28 days annual leave entitlement per year, including bank holidays (pro-rata for part-time employees).
- All reasonable expenses will be reimbursed.
- There is a contributory pension scheme to which eligible lay employees will be auto-enrolled. Lay employees who do not meet the auto-enrolment criteria are eligible to join the scheme subject to certain provisions.
- Opportunities for study and for training.
- Christchurch executes a policy of good practice in the care of, and work with, children, young people, and vulnerable adults. This is in accordance with the Methodist churches policy on Safeguarding and Child Protection. We expect the Youth and Children's worker to be part of the churches Safeguarding Team.

- Appointment will be subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) disclosure and satisfactory references.

Management arrangements

- The postholder will report to a line manager who will be responsible for agreeing priorities for the role and personal objectives. A personal development plan for the employee will be agreed and reviewed at regular intervals, as well as an annual review.
- The postholder will also be responsible for liaising with the church leadership, (the Trustee Oversight Group) on children's and youth work and will be required to attend some Trustee meetings.
- The postholder will regularly inform the church members, including via the church meeting, of key developments in children's and youth work.



PERSON SPECIFICATION
Youth and Children's Worker

Skills and Knowledge:	Essential	Desirable
Ability to build good relationships and to work well in a team.	✓	
Excellent communication and organisation skills	✓	
Experience of presentation and teaching in a range of contexts.	✓	
Knowledge of Safeguarding policy and practice.	✓	
Understanding of youth culture and issues faced by young people.	✓	
Ability to work on own initiative and manage flexible hours.	✓	
Develop and deliver new projects and programmes.	✓	
Ability to engage creatively with young people to develop their faith.		✓
Experience & Qualifications:	Essential	Desirable
Over 2 years working with young people and children.	✓	
Enhanced DBS check will be required.	✓	
Working with and supporting volunteers	✓	
Working with people from differing backgrounds, cultures or beliefs.		✓
Working with or alongside those with mental health needs		✓
Relevant undergraduate degree or ministry qualification.		✓
Willingness to engage in training courses, reading, academic study or other appropriate CPD.		✓
Full UK driving license.		✓
Values & Ethos:	Essential	Desirable
Committed Christian with a desire to show God's love to others.	✓	
Acceptance of the ethos of Christchurch, Hitchin.	✓	