

# YOUTH WORKER

## Job Description

**Job Title:** *Youth Worker*

This is a permanent contract after the completion of a successful probationary period. The role is full time with 0.8 (80%) focussed on youth work and 0.2 (20%) in another area of ministry in line with the successful candidates gifting.

### Key Objectives:

1. To oversee the discipleship, mentoring and pastoral care of all our young people.
2. To take a lead role in developing a youth ministry strategy to reach unchurched young people.
3. To recruit, inspire, lead and equip a team of volunteers.

**About the post:** Hillview Church is a well-established growing evangelical church in Hucclecote on the outskirts of the city of Gloucester with around 150 people attending Sunday morning services, including thriving children and youth activities. The church has a long history of ministry to children, young people and their families and is well-regarded locally. We have had several paid youth workers over the last ten years. Currently our youth work, run by a volunteer team, includes midweek clubs that attract a number of young people from the local area who are not connected to the church. On most Sunday mornings there are youth activities that go deeper into the Bible and faith; plus, a regular worship evening service run by and for the young people. We see about 40-45 young people (Y6-Y13) both churching and unchurched each week through our various activities. There is also a recently established 'Young Adults' group set up. The Youth Worker has responsibility for Year 6 (aged 10) up to including young adults and students.

### Main responsibilities:

#### Discipleship:

- To oversee and contribute to the discipleship, mentoring and pastoral care of all our young people.
- To create safe spaces where young people can ask questions, explore faith and learn 'how' to think and not just 'what' to think.
- To work closely alongside parents of young people in the church in the discipleship and growth of their children.
- To facilitate the young people to serve the church through discerning and using their gifts so that they grow in their faith.

#### Outreach:

- To inspire the development of missional programmes enabling non-churched young people, (both the friends of the young people and those in the local community) to hear and have the opportunity to respond to the good news of Jesus.

#### Leadership:

- To inspire, lead and equip our team of volunteers, recruiting and training new volunteers when required in consultation with the wider leadership.
- To oversee and develop the youth ministry strategy with the Youth Ministry Team, which includes the programme of activities ensuring the expected standards of safeguarding.
- To work with the wider church leadership to fulfil the vision of the church.

### Other responsibilities:

- To connect with and pray with local youth workers and involve our young people in regional youth events and residential activities as appropriate.
- To plan and be involved in activities such as holiday clubs, camps, inter-church youth initiatives.

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- To meet regularly with your line manager, attend other leader's meetings as required and join in the team prayer time.
- To be responsible for the youth budget, general administration and be the main point of contact for the church's DBS co-ordinator regarding youth work and any training that youth leaders may need in this respect.

## Person Specification

### Essential:

- Daily seeking to live your life under the Lordship of Jesus, including regular study and reflection on the Bible, prayer and having an enthusiastic Christian faith with a lifestyle and character consistent with this faith and the ethos of the Church.
- Have a passionate heart for young people and sees this role as a calling by God rather than simply employment.
- Relates easily to young people and their families.
- Have leadership skills but is also a team player, able to function in a team leadership set-up as well as to delegate and bring out the best in others.
- Seeks a clear spirit of partnership and co-operation with those in leadership of the church, closely coordinating with the Children's Ministry Team and with the whole body of the church.
- Have wide experience of youth ministry and can demonstrate consistency, growth and achievements to date including leadership, discipleship and pastoral care. [Two references will be required.]
- Have good organisational skills and the ability to see a vision through to action.
- Have a teachable spirit and is willing to grow and develop in both character, gifting and skills.
- Can communicate clearly and effectively to young people inside the church including teaching the Bible in a lively and engaging way as well as one-to-one, small groups and the whole church.
- Can communicate clearly to those outside the church in a variety of contexts, with a heart to bring them to Christ and support their spiritual growth.
- Is a creative thinker with fresh ideas for engaging young people with the message and mission of Jesus and His Church.

### Desirable:

- To have a relevant professional qualification in youth work
- To be computer literate and familiar with social media
- Prepared to live locally to the church (within a 3-mile radius)
- To have a full and clean driving licence

## More about Hillview Church

Hillview Church was founded in 1957 by other churches in Gloucester. It began with children's activities meeting in a house, followed by the construction of a building. As the church grew, in the late 1980s more space was needed, so the building was considerably extended. A major part of the vision was for a sports hall that children and young people could use, particularly those living nearby. The buildings and facilities are well used throughout the week, serving the needs of the local community as well as the church. The church includes a wide range of ages and people from a variety of church backgrounds.

We have a full-time Pastor/Teacher who has been in post since September 2015 and we employ a part-time Church Administrator. There are a team of elders and other Ministry Team Leaders that form the leadership structure of the church. The worship life of the church embraces a broad variety of services and includes regular AllTogether worship, Sunday children's and youth groups, youth-led evening services, weekly Sunday evening 'after church' gatherings, a Young Adults Group (YAG), a midweek club for school years 2 to 5, as well as evening youth clubs.

For more information about Hillview Church, please see our website: [www.hillviewchurch.net](http://www.hillviewchurch.net)

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## Outline Employment Matters:

**Start date:** August 2019 if possible though could be later

**Working Hours:** 40 hours a week. How the time is worked will be negotiated with your line manager, to best fulfil the objectives but will include Sundays and some evenings. Occasionally it will be necessary for you to work additional hours, so time off in lieu will be allowed against such times, as agreed with your line manager.

We will grant four Sundays off per year although that would be compensated for by not having your normal day off in that week. This would be in addition to Sundays taken as part of your holiday entitlement.

**Salary:** £20,000 - £24,000 per annum dependent on qualifications and experience.

**Pension:** 9% of gross salary after the probationary period and if successful back paid to the date of commencement. This is the church non-contributory pension scheme, although additional personal payments can be made.

**Holidays:** 25 days per year with Bank Holidays in addition. The holiday year runs from 1st January to 31st December.

**Professional Development:** As well as ongoing line management and support there are opportunities for retreats and further professional training as agreed with the line manager.

**Responsible to:** The designated line manager.

### Other:

Genuine expenses incurred in support of this role will be reimbursed.

There are two offices at the church. Although both are at least part occupied it may be possible to arrange office space for you, or you could choose to work from home, when you can claim an allowance for office heat and light with your expenses. There is no house provided by the church.

*This role will require an Enhanced Disclosure from the Disclosure & Barring Service and has a Genuine Occupational Requirement to be filled by a committed Christian, active in church life. The Equality Act 2010, Part 1, Schedule 9 applies. Hillview Evangelical Church (the 'Charity') is committed to promoting equal opportunities in employment.*

We have various other documents that form part of the employment, including a Staff Handbook, an Ethos Policy, an Equality and Diversity Policy and a formal contract. All of this would be made available to the successful candidate at the appropriate time.

## To Apply...

Please send letter of application with details of education, qualifications and youth work experience, along with contact details for two referees (postal, email and phone), by Friday June 14th to Simon Duan, Hillview Church, Colwell Avenue, Hucclecote, Gloucester, GL3 3LX or by e-mail to: [sduan@hillviewchurch.net](mailto:sduan@hillviewchurch.net)

Questions or enquires may also be sent there. If you wish to visit the church, please email as above, or the church office: [office@hillviewchurch.net](mailto:office@hillviewchurch.net) – or just come along one Sunday. Details of services can be found on the website: [www.hillviewchurch.net](http://www.hillviewchurch.net)

We have allocated the weekend of July 12<sup>th</sup>-14<sup>th</sup> for short-listed candidates to meet the youth of the church and for formal interviews, but if these dates are not convenient, please let us know.

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