



THE CHURCH OF SCOTLAND

JOB DESCRIPTION

Title of Post:	Youth Development Worker
Responsible to:	This is a Ministries Council Appointment but you will be responsible to the Parish Minister of Possilpark Parish Church in the first instance
Hours:	18.75 hours per week. This is an 18 month post in the first instance, with the possibility of extending thereafter.
Date:	August 2018
Main Purpose of post:	To work with the Minister and congregation to engage meaningfully with people in the parish, with a focus on young people and those in need of pastoral care.

As a Priority Area, Possilpark is both challenging and diverse, grappling with issues associated with areas of deprivation. Possilpark Church of Scotland seeks to be a place of nurture and life within the community.

MAIN DUTIES

The Kirk Session is looking to nurture and value young people attending Possilpark Parish Church as part of the life and growth of the congregation and, working in partnership with GK Experience and other agencies as appropriate, to develop its youth engagement work in the community.

Youth

- Build relationships with young people currently attending church that enables them to
 - feel they are valued
 - consider themselves as active contributors to the life and growth of the congregation
 - explore, discover and deepen their faith and spiritual formation
- Alongside this, continue to develop initiatives in partnership with other agencies and relevant to the local community context, that
 - befriends young people
 - enables young people to develop their own support networks.
 - provides a safe nurturing space for young people to develop positive relationships

Other duties

- To develop partnerships with organisations sympathetic to the values and goals of Possilpark Parish Church.
- Participate regularly in aspects of leading worship
- To communicate to the Kirk Session and congregation information and vision for the work at least half-yearly
- To play an active and full part in the annual Team Report submission to presbytery
- To contribute fully to the Ministries Council appraisal process
- Undertake such other duties as may be required from time to time by the Parish Minister as part of the ministry team

Person Specification: Youth Development worker

	Essential	Desirable
Skills, abilities and knowledge		
Experience in children, youth and families work	√	
Proven experience in good pastoral practice	√	
A commitment to partnership working, maintaining and developing links with other churches and organisations locally	√	
Understanding of the issues that affect children, youth and families in Priority Areas and the ability to relate to them	√	
Understanding of the issues that affect people in Priority Areas and the ability to relate to them	√	
Ability to engage with people who have little or no church connection	√	
Significant experience in developing and nurturing community relationships	√	
Ability to communicate effectively with others using highly developed interpersonal skills	√	
Significant experience in supporting people through periods of change and transition		√
Knowledge and understanding of the congregational life of the Church of Scotland		√
Proven experience in working with people who have chaotic lifestyles		√
Proven experience in working with people with poor mental health		√
Understanding of the challenges of working with people with addiction issues		√
Experience in leading worship		√
Experience in working in a school environment, contributing to a school chaplaincy team with experience in planning and delivering suitable material		√
Personal Qualities		
Committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010	√	
Commitment to the practice of personal Spiritual Formation	√	
Openness to and able to evidence different ways of working and trying new initiatives	√	
Ability to work unsupervised with readiness to use own initiative	√	
Proven ability to work collaboratively with colleagues and contribute to effective team working	√	
Awareness of and commitment to upholding professional boundaries	√	
Educational requirements		
Qualified to degree level or similar or accredited training in youth work and/or pastoral care, or significant, recent and relevant work experience in these areas	√	
On-going commitment to continuing professional development including willingness to work towards qualification and accredited training	√	

Terms and Conditions: Youth Development Worker

- The salary scale will be £24,266 - £27,432 per annum pro rata.
- Normal hours of work will be 18.75 hours per week (0.5 FTE). The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the Parish Minister, may vary from day to day.
- There are 5 weeks pro rata annual paid leave in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 9 pro rata statutory holidays.
- The post is based at Possilpark Parish Church.
- The applicant will be expected to participate regularly in worship and the life of the church.
- Travel expenses by public transport or by use of own car at rates as agreed by your Employer and reviewed annually. Car mileage will be paid by the Employer in the first instance and re-claimed from the congregation on a quarterly basis.
- In view of the nature of the duties, membership of the PVG Scheme will be required.

Further information can be obtained from the Minister at Possilpark Parish Church, Rev Linda Pollock, 0141 384 5793

Closing date 12 noon Wednesday 13 September 2017