

Appointment of
PRESBYTERY YOUTH WORKER
– COWAL TEAM LEADER

Cowal - Clèir Eilean ì: Highlands and Hebrides (CEI)

Closing date – 12 noon Tuesday, 15 April 2025

Job Reference Number: M08/25

Responsible to: Presbytery Clerk



About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



About the Project

Established in 2009, eXp (eXp – Experiencing Faith in Cowal), is a Christian youth project for young people across Cowal. We have a Christian core to our work, believing the words of Jesus when he said: “I have come to bring life, life in all its fullness.” - John 10:10

eXp’s primary ministry is to the young people of Cowal. The outworking of that ministry depends on volunteers from the churches. In Cowal the three Church of Scotland charges are the Cowal Kirk, Rural Cowal, and Upper Cowal. Volunteers from all three charges are involved in our ministry, along with volunteers from the Baptist Church, Episcopal Church, New Life Church and Roman Catholic Church.

eXp also aims to be a resource for the Christian congregations across the Clèir Eilean ì (CEI) Presbytery and more widely across Scotland. Plans have recently been developed to do this through Presbytery training opportunities developed by Rev Paul Beautyman. eXp would act as a “training hub”, hosting visitors from congregations wishing to develop youthwork in their own areas.



Context of the role

This role provides leadership for Christian youthwork in Cowal, primarily through eXp. “eXp – Experiencing Faith in Cowal” is an interdenominational Christian charity (SCIO) set up by the Cowal churches to provide Christian ministry to the children and young people of Cowal. By invitation of the Headteacher, we run several clubs in Dunoon Grammar School, youth worker support over lunchtime, and one-to-one support for young people who struggle to engage with mainstream classes.

Relationships built in the school enable us to invite young people to attend our weekly youth club and our residential summer camp and weekend residential. In all our activities, our staff and volunteers provide Christian role models for the young people. At our youth club and residential events, we are able to provide more specific teaching on the Christian faith, through talks, activities and discussion groups. In addition to this work in the grammar school, we also take assemblies in the local primary schools, and provide “Open the Book” enacted Bible Stories delivered by teams of eXp volunteers, as part of the RME curriculum delivery.

In addition to leading eXp, this MDS post provides support to Christian youthwork across the Presbytery. This is done through supporting other churches to develop their own youth work, and also by inviting young people and their leaders from other areas to participate in eXp’s residential events. Groups from Campbeltown and Oban have joined in our residential events in recent years. eXp staff and volunteers have also helped to run events for young people in Inveraray.

Role description

Title of Post:

Presbytery Youth Worker

Responsible to:

Presbytery Clerk

Purpose of Post:

To lead and develop Christian Youth Work in Cowal, and to support Christian Youth Work across CEI

Main Duties

To lead the local youth work team in Cowal:

- Co-ordinate with the Trustees of eXp, the Cowal Christian youth work charity (SCIO)
- Lead the eXp staff team (currently four people)
- Support and develop adult volunteers and trainee leaders (aged 16+), and recruit new ones
- Maintain and develop connections with local churches of all denominations
- Maintain and develop community connections with relevant bodies
- Plan, recruit and lead summer camp (currently in partnership with Scripture Union Scotland)
- Plan, recruit and lead Spring and Summer Christian Youth Retreats
- Plan and implement fundraising events
- Develop communication, finance and organisation with the eXp part-time administrator

Youth Worker Role:

- Lead and co-ordinate Friday Night club
- Lead at least one club in Dunoon Grammar School
- Assemblies and special events at Dunoon Grammar School
- Be involved with other eXp clubs
- Carry out home visits to parents/carers, and develop a team to help with this
- Oversee and participate in Primary schools work (assemblies and "Open the Book")

Presbytery Role:

- Collaborate with colleagues in youth work across CEI
- Site visits across CEI as and when appropriate
- Attend and report to all four presbytery meetings each year

Additional duties:

- To contribute fully to the Faith Action Programme appraisal process
- To undertake any other reasonable duties as requested by the line manager

Outcomes:

- A flourishing and growing of Christian faith among the young people of Cowal, and more widely across the Highlands and Hebrides
- Making a positive contribution to the health and well-being of all the young people and adults we interact with
- The development of new Christian leaders who will contribute to the growth of the Kingdom of God in Cowal, in Argyll, and wherever else God may lead them
- Encouraging the growth and mutual support of the Churches in Cowal and across the Highlands and Hebrides.

Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection, which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

The successful candidate will have:

- Qualified to degree level or similar or accredited training in youth work, or significant, recent and relevant work experience in these areas
- The ability to communicate the implications of the Christian faith to young people
- Demonstrate ability to encourage good practicing in encouraging and motivating volunteers
- Ability to resource and develop the Christian elements of Youth programmes
- Experience of leading a team and encourage others to develop initiative
- Ability to communicate effectively with groups and individuals using highly developed interpersonal skills, particularly with children
- Experience in working with young people and ability to engage with those young people in the local community who have little or no church connection
- A commitment to partnership working, maintaining and developing links with other denominations and organisations locally
- Ability to advocate for Christian youth work in presbytery, local churches and community
- Holder of full valid driving license or full access to alternative private transport if required
- Experience and expertise of the use of IT applications and use of Social media in a work context
- Openness and able to evidence different ways of working and trying new initiatives
- Positive and enthusiastic with ability to enthuse and encourage others
- Good communicator, verbally and in writing
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training

Applications will be assessed in respect of the above criteria.



Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

Current Pension Contributions

Employee Contribution	Employer Contribution
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

Terms and Conditions

- Salary is based on the MDS scale of £35,960 - £39,170 per annum.
- This is a full-time role with the normal hours of work being 37.5 hours per week.
- The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- This is a permanent post.
- The post is based at eXp Dunoon.
- There are five weeks paid leave (187.5 hours pro rata) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (225 hours pro rata) annual paid leave
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVC Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process

For a confidential discussion regarding the role, please contact Dr Chris Brett

Email ctbrett19@gmail.com

How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.
- Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**