

Appointment of
**YOUTH AND FAMILY
WORKER**

Montrose Trinity, Presbytery of Perth
Closing date - 12 noon Tuesday, 10 September 2024

Job Reference Number: M16/24

Responsible to: Elder appointed from the Parish grouping



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 Role and Parish

MyPlace is the church project for Montrose Young People. It began as a youth project, but has developed to cover young families too. We are looking for someone who is keen to take forward this project which has been operating in the town for several years. We hope that this additional information will explain the type of project it is, our hopes and aspirations, and will provide you with all you need to know about the job.

Our Town

Montrose is located midway between the cities of Dundee and Aberdeen on the east coast. The main east coast railway line and bus services link the cities as well as easy road travel access to the surrounding Angus and Aberdeenshire towns. It is a medium sized Scottish burgh, along with its adjacent villages Hillside and Ferryden, it has a population approaching 15,000.

Montrose is a picturesque coastal town with a good range of local services, including a variety of shops, health and sports centres, a museum, library, swimming pool and a beautiful beach. Montrose is notable for its tidal Basin which is the enclosed estuary of the South Esk River, with a nature reserve and a 4-star visitor centre.

The Young People

Around 2000 young people of school age live in the area with 840 in the town's secondary school, Montrose Academy. The others are in one of the six primary schools in the town.

Provision for young people locally includes musical, drama and dance facilities, and a small number of youth organisations including MoHub (formerly Montrose YMCA). Montrose Community Links Trust provides good sporting opportunities, mainly related to football. Venues and opportunities for young people to meet informally in supportive surroundings are, however limited.

Montrose Trinity Church of Scotland has three hubs – one in Montrose itself, and one in each of the neighbouring villages of Hillside and Ferryden. The Church currently runs both Messy Church and a youth club for those P6 and above.

The Project

The project has an important part to play in the Mission Plan for Montrose Trinity Church.

MyPlace has a combined role of supporting the needs of both young people and families, meeting them where they're at, and gently encouraging them to see that a life with Jesus has so much to offer. The post is part of our Presbytery Plan for Montrose Trinity Church.

We have excellent relationships with the primary schools, where the project has delivered hugely popular Bible Alive sessions, assemblies, Lego Club, playground support, and work with pupils struggling with social interaction.

We currently run two MyPlay Toddler sessions each week, giving a safe and budget friendly space for both carers and children to grow in confidence. Good contacts have been made with local support services and we can signpost those in need of particular support to these agencies.

In the school holidays the project supports the two popular church holiday clubs during the summer, and also runs Lego clubs in October, Easter and Summer holidays. These are extremely popular and from them we have a spin off monthly Lego Church.

Looking to the future

This is an exciting time for the project with excellent contacts in place and good relationships built. There is a lot of scope in this post for a worker to develop their own ways of working with young people and families depending on their own skills and talents.

There is a willing team of volunteers from the church who will give practical and prayerful support, and a Management Team who will regularly meet and work with the post holder. That said, however, there is an expectation that the successful candidate will be highly self-motivated and able to take initiative and work independently.

As a church, we have an enthusiasm for working with our town's young people and young families. We have a vision to reach out to them in the name of Jesus. We want to meet them where they are, to show them that God's love is there for them, to show them that being a Christian can be exciting and fun and to help them find that for themselves.

- This is a project for the whole town. Although the project is to be run under the auspices of the Church of Scotland, we want it to be a project where other churches in the town, youth organisations and individuals who share the vision can all be part of it. We think that it's really important that those who want to be involved in realising the vision should be able to contribute. We particularly want the young people who already have a commitment and who want to contribute their enthusiasm and talent to the project to be able to play a part in it.
- Wherever the MyPlace worker has worked in the past, he/she has been very well received. The schools have been very welcoming and cooperative and are keen to continue the partnership.
- Currently our MyPlace worker is happy to work from home, but there is scope for them to make a base in one of our Church buildings.

This is an exciting opportunity for us. We are looking for someone who will be equally excited by the prospect of doing God's work in this way and by being involved in a project which could have such a big impact on a town's young people and young families.



Role description

Title of Post:

Youth and Family Worker, Montrose Trinity Church

Responsible to:

This is a Ministries Council appointment but you will be responsible to the Line Manager as designated by the Parish Grouping in the first instance

Purpose of Post:

Through a programme of dynamic youth and family work, to reach out and demonstrate, in practical ways, Christian care for the wellbeing of the youth and families of Montrose and surrounding area.

Main Duties

- To get alongside the young people and families of the town and build relationships with them.
- In particular, to share the Good News of Jesus with them and to create opportunities for them to begin to explore the Christian faith for themselves.
- To work with the young people, creating a nurturing environment which will help them develop into capable, confident individuals.
- To build on existing partnerships with schools (primary and secondary).
- To work in partnership with the local churches.
- To provide information e.g. prayer points to enable church members to pray for and engage with the project.
- To support and develop young people and family work already in place in the churches and community.
- To build on existing relationships with other workers working with young people and families in surrounding areas.
- Through training, to develop and maintain appropriate skills and to stay abreast of modern developments in areas relevant to the post.
- In conjunction with the Management Group, to develop a strategy for putting the aims of the project into practice and produce an annual development plan of practical next steps.
- To review the progress made in the development plan at appropriate intervals and to communicate that progress and future plans to the Management Group and to congregations.
- To work as part of Montrose Trinity Church Leadership Team along with two Ministers of Word and Sacrament and an Ordained Local Minister (OLM).
- To build bridges between young people and families on the fringe of the church, welcoming them into the church family.

Additional Duties

- To communicate to the Presbytery, information, and vision for the work at least half yearly
- To contribute fully to the appraisal process

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.

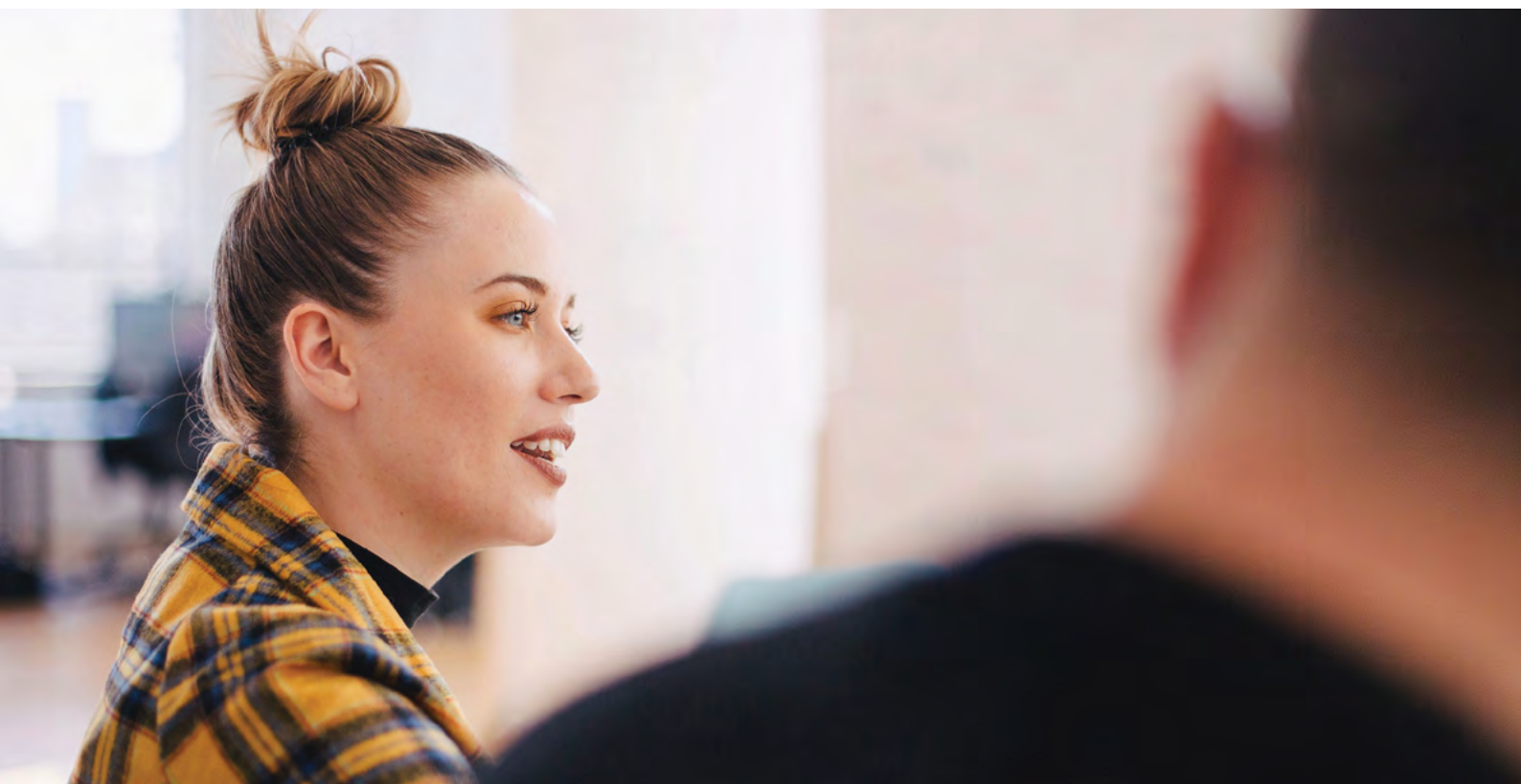
The successful candidate will have:

- Experience in young people/family work, either voluntary or in paid employment, and in creating and delivering programmes for them
- A commitment to the wellbeing of children and young people and to helping them develop the skills they need to help them grow
- Commitment to Christian mission: a clear grasp of the Bible's teaching and commitment to its relevance and application to life with the sensitivity to apply this in context within church and community settings
- Vision, in particular for the development of a young people/family ministry
- An ability to communicate the vision effectively to young people, families and to the church
- Ability to engage with people who have little or no church connection
- A willingness to engage fully with Montrose Trinity Church
- A good listener with good interpersonal skills
- Ability to inspire, enthuse and influence individuals and groups
- Proven ability to work collaboratively with colleagues and contribute to effective team working
- Self-motivation and confidence in taking the initiative and being able to work independently
- Openness to different ways of working and to trying new initiatives
- Either an understanding of, or formal education in, Christian teaching and youth work.

It is also desirable, however not essential that the successful candidate has:

- Experience of working in multi-agency partnerships
- Valid UK driving license and/or access to a private vehicle

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 & Conditions

- Salary is based on the MDS scale of £28,815 - £32,575 per annum.
- This is a full-time role with 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 home working across Montrose and surrounding areas of Ferryden, Dun and Hillside.
- There are five weeks paid leave (187.5 hours) 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) 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 PVG 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 Aileen Scott at aileen.scott@tiscali.co.uk

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**