

Appointment of
**YOUNG PEOPLE AND FAMILIES
WORKER**

Baillieston Mure Memorial linked with Baillieston St Andrew's
Church Closing date – 12 noon Monday, 7 April 2025

Job Reference Number: M07/25

Responsible to: Parish Minister



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 Parish

We have a large and diverse parish, with two church buildings, and some joint services and activities. Both churches have numerous facilities that are well used by various community groups. There are three primary schools and one high school, and numerous nurseries. There are various opportunities to grow faith and relationships within the community.

Context of the role

Young people and younger adults are underrepresented within the church community yet we are surrounded by them in community groups, organisations using our spaces, and with the nurseries and schools in our parish.



Role description

Title of Post:

Young People and Families Worker – Baillieston Mure Memorial linked with Baillieston St Andrew's, Glasgow Presbytery.

Responsible to:

This is a Ministries Council appointment (employing body of Faith Action) but you will be responsible to the Parish Minister of Baillieston Mure Memorial linked with Baillieston St Andrew's in the first instance.

Purpose of Post:

We are looking for a person to work in innovative, creative ways to encourage, nurture and support young people and their families to experience spirituality and faith.

Main Duties

- Play a key role in the support of young people and families in the community, developing an understanding of the needs and challenges that they face.
- To help develop and implement a programme of initiatives for young people/younger adults to encounter and experience the Christian faith relevantly.
- To initiate a relationship with the ministry team at Bannerman High School.
- Engage with the young people and families within the church and community organisations to determine and explore ministry opportunities.
- Develop relationships with the organisations that use the church buildings with a view to closer collaboration between the local community and the church.
- To assist with engagement with the new housing estates in the parish and facilitate relevant activities and events.
- To explore how the outdoor spaces in the area could be utilised to create ministry responses.
- Recruit, train, motivate and manage a team of volunteers to support the work.
- To communicate positively with the Kirk Sessions and congregations to ensure their engagement and support.

Additional duties:

- Regular reporting to the Kirk Sessions.
- To be responsible for administration duties as required and in relation to the post.
- To contribute fully to monthly support and supervision and the annual MDS appraisal process.
- Undertaking such other duties as may be required from time to time by the Parish Minister.

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 of working with children, families and young adults
- Experience of working within a school environment
- Highly developed interpersonal skills with proven ability to develop and maintain positive relationships
- Experience of developing, running and evaluating activities
- An understanding of the issues affecting children, families, younger adults in the local community
- Ability to work unsupervised with readiness to use own initiative and to plan and deliver activities
- Excellent organisational and time management skills to prioritise work to timescales and demands
- Ability to engage with people who have little or no Church connection or understanding
- Ability to have an enthusiastic approach to recruiting and working alongside volunteers, with an understanding of safe recruitment
- An ecumenical and open approach to working in partnership alongside people in church and community settings and a commitment to collaboration
- Proven ability to work collaboratively with colleagues and contribute to effective team working
- Openness to different ways of working and trying new initiatives
- Positive and enthusiastic with ability to enthuse and encourage others
- Approachable, friendly, empathetic, non-judgmental and experienced in active listening
- Qualification to degree level, or similar, or accredited training in children's/youth/family/community development work. Or, significant, recent and relevant work experience in these areas
- Ongoing commitment to continuing professional development including willingness to work towards qualifications and accredited training.

It would also be desirable if you have:

- Knowledge and understanding of the congregational life of the Church of Scotland
- Experience of developing missional activities.

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 £29,535 - £33,389 per annum. This is the full-time salary scale and actual salary will be pro rata to 0.5 FTE.
- Normal hours of work will be 18.75 hours per week with a general working pattern but with flexibility as agreed with the line manager.
- This is a permanent part time post, which is church-based at Baillieston Mure Memorial linked with Baillieston St Andrew's.
- There are 5 weeks paid leave (93.75 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 9 statutory pro rata holidays. Entitlement increases after 5 years' service to 6 weeks (112.5 hours) annual paid leave.
- Travel expenses by public transport or by use of own car at rates as agreed by your Employer and reviewed annually. Car mileage and allowance will be paid by the Employer in the first instance and re-claimed from the Presbytery on a quarterly basis.
- 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.

Informal enquiries can be made to Rev Fiona Morrison -

Telephone 07938168167, Email FMorrison@churchofscotland.org.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**

