

Job Description

Job Title:	Senior Youth and Children's Pastor
Reporting to:	Associate Vicar
Direct Reports:	Assistant Children & Families Minister and Youth Intern
Full/Part Time:	Full time
Salary	£23,000-£28,000 depending on experience
Time Requirement:	40 hours per week with flexible hours

Job Summary:

The role is responsible for the development and delivery of mission and ministry to children, young people and their families. The post holder will be part of the Ministry Leadership Team. It is anticipated that the post holder will reflect on and review our current provision and develop new patterns of ministry which are more relationally focussed. To fulfil this role you will have a heart to see children and young people grow and develop in their faith; an understanding of the challenges and issues families face today; and an awareness of the intergenerational context. Our vision is to see lives being changed by the power of Jesus one person at a time.

Job Description:

This is a full-time post with the job description below. The contract and staff handbook contain all necessary details of terms and conditions. This role may be tailored to suit the gifts and skills of the person appointed but it will include:

Leadership

- To lead a team of both staff and volunteers, including an Assistant Children's Minister (focussing primarily on 0-7s) and Youth Intern (focussing on 14+) and to provide strategic oversight of the wider children's and youth ministry, including managing a financial budget and setting clear priorities and objectives.
- To have a particular focus on the 7-14 year old age group, and to develop a vision for the discipleship of young people through the 'transition points' of growing from childhood through adolescence and to becoming young adults.
- To lead, equip and envision teams of leaders drawn from the wider church family as well as developing and nurturing leadership gifts within young people themselves - enabling and encouraging them to become disciples who make disciples.
- To plan and lead some Sunday services, alongside the existing ministry team and to take the lead in developing teaching materials and curricula for children and young people.
- To champion St Giles' aspiration to be an 'intergenerational church' through developing strong relationships with parents, children and young people alike and

by being an ambassador and advocate for young people enabling children and young people to be fully involved in the life of the church community.

Pastoral

- To offer pastoral support for children, young people and their parents with a particular focus on the needs of 7-14 year olds.
- To encourage mentoring relationships, modelling 1:1 relationships as well as small group discipleship.
- To work closely with the Family Support Workers to support and encourage families with particular pastoral needs. In time, following a more detailed review of this provision, the post-holder may supervise the Family Support Workers.
- To promote the welfare, health and safety of children and young people by ensuring the church's Safeguarding Policy is understood and implemented, including the use of social media to communicate with young people.

Mission and outreach

- As part of the ministry team, to implement a strategy to equip parents to bring up children and young people in the Christian faith and to develop parenting support.
- To develop a cohesive strategy for mission and outreach to children, and young people and families, working with teams responsible for Toddle In, Take a Break and Play and Praise and developing new initiatives that serve the wider community.
- To support and help uniformed groups to be integrated into the whole of St Giles.
- To co-ordinate and develop our links with local schools especially through Collective Worship, special services and the Christmas and Easter Experience.
- To support Diocesan Youth initiatives run by the Gen2 team, particularly through the Deanery Youth services and Inspire – leadership training programme.

Staff team membership

- Will be a key member of the Ministry Leadership Team and of the wider staff team, working collaboratively on shared goals and supporting wider ministries of the church as appropriate.
- To provide reports to the PCC and staff team as required.
- To have regular monthly supervisions and annual reviews with your line manager.
- To undertake further training for personal and professional development.

Scope and Limits of Authority:

The Youth and Children's Pastor will have responsibility for the development and continuing ministry within St Giles of the children and young people's groups. He/she will also oversee the work of interns and relevant volunteers.

As part of a team, the post holder will contribute to the strategic vision that promotes the aims of St Giles. Decisions about the development of existing projects and the creation of new

projects will be discussed and approved by the line manager and the PCC.

Impact:

The post holder will commit themselves to the team to support each other as well as to the people we serve. It is expected that staff are positive role models and lead by example. The successful outcome of the work is that children and young people will develop their ability to reach their full potential as individuals, as part of the Church and of the wider community.

General:

All Church employees must conduct themselves in a manner which is consistent with and supportive of the mission and purpose of the church.

Unsocial hours are a normal part of this post. The post holder will be expected to work evenings and Sundays will normally be a working day. Appropriate rest days will be planned in advance and agreed with the line manager.

You will be required to work flexibly in co-operation with your Line Manager and the Staff Team and at such times as are reasonably necessary for the conscientious discharge and proper performance of your duties.

Your pay will be in the range £23-28,000 per annum (depending on experience), paid monthly in arrears into a bank or building society account specified by you. Your pay scale will be reviewed annually with effect from 1st January of each year.

The position is not eligible for overtime payments. Hours that exceed the normal working week can be taken as time off in lieu as agreed with the line manager.

Your paid annual holiday entitlement is 6 weeks pro rata plus Bank Holidays to be taken as agreed with your Line Manager.

Your employment will be subject to a probation period of 6 months and upon satisfactory completion you will be automatically enrolled in the church workers pension fund under the pension builder scheme (PBS). St Giles pays an employer's contribution of 10% with an employee's contribution of 5% of pensionable salary. Further details will be provided on request or at commencement of employment.

Person Specification: Senior Youth and Children's Pastor

Key to assessment

F2F = face to face with young people

P = Presentation

I = Interview

E = Essential Criteria

D = Desirable but not Essential Criteria

AF = Application Form

Experience

ref		E	D	Assessed
a	• Min 4 years working in a Youth Work / Children's Work	✓		AF / I
b	• Be a committed follower of Jesus who is prayerful and has a vision and passion for working with young people	✓		AF / I / F2F / R
c	• Experience of leading a thriving young people's ministry	✓		AF / I / R
d	• Experience in recording, monitoring and evaluating own work and that of others	✓		AF
e	• Min 2 years managing other staff – part time and volunteer workers		✓	AF / I
f	• Experience of working with management committees or working groups		✓	AF

Knowledge

ref		E	D	Assessed
g	• Hold a recognised JNC qualification (BA Hons post 2010) (BA or Dip HE pre 2010)	✓		AF / I
	• A formal theological qualification		✓	AF / I
h	• Understand the needs and issues faced by young people	✓		AF / I / F2F
i	• Have a working knowledge of safeguarding law and practice including role and professional boundaries when working with young people	✓		I
j	• Familiar with large church operations		✓	AF / I / F2F
j	• Familiar with how to access on-line resources and apps and how to make appropriate use in their ministry?	✓		AF / I / P

Skills

ref		E	D	ASSESSED
k	• Organised, able to communicate plans and events effectively to children, young people and parents	✓		AF / I / R
l	• Ability to appraise, plan, intervene and evaluate work	✓		AF / I
m	• Able to work with others to develop vision, able to share vision effectively and motivate others to buy-in to it	✓		AF / I / P / F2F
n	• Strategic thinker, able to take an overview	✓		I
o	• Ability to be innovative, take initiative, be self-motivated, plan own work load and that of others	✓		AF / I
p	• Ability to communicate effectively in writing and verbally to a variety of audiences	✓		AF / I / F2F / R
q	• Confident and articulate, a good role model for young people, able to win their trust and gain the confidence of their parents	✓		I / F2F / R
r	• Able to work flexible hours with effective time management skills	✓		AF / I
s	• Ability to work on own initiative and as part of a team	✓		F2F / I / AF
t	• Enable young people to make their own informed choices	✓		F2F / AF
u	• Strong interpersonal and listening skills	✓		I / F2F
v	• Ability to share the Christian faith with young people in vibrant, challenging and relevant ways	✓		I / F2F

w	• Computer literate MS Office / Outlook	✓		AF / I
x	• Budget planning and control		✓	AF / I