NORTH EAST SCOTLAND

YOUTH FOR CHRIST

Part Time Youth Worker

INFORMATION PACK

Part Time Youth Worker
North East Scotland YFC

Employer: North East Scotland Youth For Christ (NESYFC)

Job Title: Youth Worker (14 hours)

Closing Date Applications: 31st May 2014

Date Interviews: before 15th June 2014

Start Date: 30th June 2014

Salary: £16260 (pro rata)

North East Scotland Youth For Christ's mission is to bring the Good News relevantly to young people in our area. We are based in Aberdeen and work in a number of surrounding areas across the North East of Scotland (Elgin – Montrose, Shetland and Orkney).

We are looking for a youth worker to be actively involved in the hands on youth ministry, with a main focus on the Tillydrone area, including St Machar Academy. The executive board will cover the administrative side of the ministry.

The youth worker will also assist NESYFC with the development of the ministry, having input into strategic vision, direction, and support for young volunteers.

In this document you will find more information about NESYFC and the job of 'youth worker'. If you want to know more about our work and the churches involved, please feel free to contact us on 07754 914340 or visit our website:

http://www.nesyfc.org.uk/

If you want to apply for the job of youth worker, then please:

- complete application form enclosed and
  a) email it to: steven@nesyfc.org.uk ; or
  b) post to: NESYFC, Deeside Christian Fellowship Church Offices, Binghill Drive, Milltimber. AB13 0JE

by 31st May 2014

Job Description

1. The Youth Worker is:

a) Responsible to the NESYFC Executive Board.

b) Responsible for advising the NESYFC Executive Board on vision and strategy for youth work provision in North East Scotland (including Shetland).

c) To ensure that the YFC core mission of taking the Good News of Jesus Christ relevantly to young people by creative and innovative means and teaching, is at the heart of all of the activities, and that those activities take account of the culture of those young people.

d) Required to arrange for and confirm their own spiritual care and development by, for example, the use of a spiritual mentor, prayer partners, etc. and by active membership of a local Christian church.

e) To be an active part of the NESYFC team and participate in the provision of youth work to both churched and un-churched young people in North East Scotland.

2. Main Duties (i.e. those which occur on a regular or recurring basis):

a) To continue and further develop NESYFC's ministry and outreach work in St Machar Academy and Tillydrone area.

b) In collaboration with the Executive Board, develop the vision and direction of NESYFC, and a sustainable strategy.

c) To Raise 20% of salary costs prior to start of employment; then 50%of salary costs by the end of year one.

d) To help with the management, training and development of volunteers.

e) To build purposeful relationships with churched and un-churched young people via the organizing and delivery of a yearly mission week. NESYFC team will assist with this.

3. Intermittent Duties (i.e. those which occur on an irregular or occasional basis – they may, however, be of significance):

a) To undertake other responsibilities as agreed with the Executive Board.

b) To attend National YFC training and other events as agreed. (Inc. YFC Conference and Focus Scotland days)

c) Contribute to the vision and ministry of NESYFC by upholding and demonstrating the values of the movement.

d) Contribute to the ethos of NESYFC by involvement in corporate and individual worship, bible study and prayer.

e) To attend Executive Board Meetings if required.

f) Provide input and assistance to the publishing and distribution of North East Scotland YFC newsletter.

No role profile can be entirely comprehensive and the job holder will be expected to adapt and carry out such other duties as may be required from time to time, on the understanding that they will be within the individuals remit and capability, and consistent with the status and responsibilities of the role within the organisation.

There is the expectation that the successful applicant will be able to grow in the role, with possible increased working hours, responsibilities and salary, at a later date, and at that point, the job description will be upgraded.

Person Specification

ATTRIBUTES	ESSENTIAL The minimum acceptable level for safe and effective job performance.	DESIRABLE The attributes of the ideal candidate.
PREVIOUS EXPERIENCE	Some experience in youth and children's work either paid or voluntary. Experience of communicating the Gospel in a relevant manner.	Some knowledge of PVG and Safeguarding. Training can be given. Some experience in working as part of a team. Experience of managing volunteers
QUALIFICATIONS		First Aid Certificate Driving License Some theological training.
DELIVERY SKILLS & ABILITIES	Flexible in approach. Good organisation, presentation and communication skills Ability to work in partnership with a variety of agencies. Time management skills. Ability to relate biblical principles to everyday life. Ability to motivate volunteers and promote effective working relationships and good professional practice. Ability to work on own initiative. Ability to relate to young people. An understanding of health and safety practices involved in the operation of the cage football ministry and equipment. This would include adherence to Charity Health and Safety policies, Risk Assessments and procedures, and reporting of any incidents via the accident book or by direct e-mail to the immediate supervisor. Training provided.	Good use and handling of technology for the purposes of delivery Diplomacy. Ability to develop effective networks with external and internal individuals and organisations. Have your own transport
LEADERSHIP SKILLS	Show leadership skills. Authority to lead and manage groups of young people. Ability to maintain discipline when involved in working with groups of young people.	Can lead volunteers in group prayer and bible study.
COMMUNICATION SKILLS	Regular e-mail exchange contact with Exec, including weekly summaries	

INTER PERSONAL SKILLS	Team player who is able to take own initiative. Experience in the pastoral care and discipling of young people	
PERSONAL QUALITIES	Friendly, outgoing and sociable with young people and colleagues.	
CHRISTIAN COMMITMENT	Committed Christian and active member of a church. Commitment to evangelism and creative in approach. Lifestyle a true reflection of Christian Faith.	

TERMS AND CONDITIONS

Listed here are some terms and conditions of employment. A full contract of terms and conditions will be offered on appointment.

a) The youth worker's post has an initial probation time of 3 months, with possibilities to extend on completion and as agreed by both parties to a permanent contract, funding allowing. A basic working week is 14 hours. Due to the nature of the post these hours may include some unsocial hours in the evenings and at weekends. No overtime shall be paid, but time off in lieu may be taken in agreement with the Management Committee.

b) All offers of employment are subject to:

    1. A full CRB check
    2. Acceptable references
    3. The satisfactory completion of a 3-month probationary period.
    4. Signed agreement of statement of faith and code of conduct.

c) The salary of this post is £16260 pro rata. This will be reviewed annually. Salary is paid monthly as arranged upon commencement of employment.

d) The annual leave year runs from start of employment for 1 year.

e) The annual leave entitlement for this post is 20 days per annum plus bank holidays pro rata with an increase to 25 days per annum plus bank holidays after five years service.

f) The period of notice for terminating this position is 1 month either side.

g) Expenses incurred in carrying out the duties of the youth worker, supported by receipts wherever available, should be claimed from the Centre Exec (this does not include food or drink items). Travel expenses shall be paid at the rate of 40 pence per mile or at the actual cost of using public transport. This shall not include journeys from the youth worker's home to the Centre's offices. The Centre will meet any difference in costs in upgrading personal car insurance to include business use. Travel expense rates will be reviewed by the Centre Exec periodically.

h) There is a Genuine Occupational Requirement (GOR) that the role holder is a Christian in accordance with the Employment Equality (Religion and Belief) Regulations 2006.

i) As the work will include some working with young people in an unsupervised capacity, the successful candidate will be subject to screening regarding police records. The post holder's permission is required for a Criminal Records Bureau check (refusal means that the application will not be considered further) and the job will be offered subject to satisfactory references, a satisfactory CRB check and registration with the Independent Safeguarding Authority. (PVG)

STATEMENT OF FAITH

We Believe In:

The one true God who lives eternally in three persons—the Father, the Son and the Holy Spirit.

The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.

The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God—fully trustworthy for faith and conduct.

The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgment

The incarnation of God's eternal Son, the Lord Jesus Christ—born of the virgin Mary; truly divine and truly human, yet without sin.

The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.

The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.

The justification of sinners solely by the grace of God through faith in Christ.

The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.

The Church, the body of Christ both local and universal, the priesthood of all believers—given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.

The personal and visible return of Jesus Christ to fulfill the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.

VISION STATEMENT OF North East Scotland Youth for Christ

To take Good News relevantly to every young person in North East Scotland

CORE VALUES & CODE OF CONDUCT

The Christian Faith

- States that God is the sole creator
- Determines that each individual is uniquely made in the image of God although is also fallen.
- Declares that Jesus Christ is the Son of God who came to save humankind from sin
- Provides for a relationship with the living God in the person of Jesus Christ that defines what being a Christian means
- Equips the Christian to live life through the power of the Holy Spirit and grow in holiness.

The Christian Expression of Faith

- Honours, obeys and glorifies God, acknowledging God's sovereignty
- Nourishes the spiritual life and is fully committed to developing it
- Believes that no one is beyond the redeeming love of the Saviour, Jesus Christ and this love reaches out to people of all nations, cultures and ethnicities.
- Knows God through the person of Jesus and seeks to follow his way of life, modeling love, justice, peace and forgiveness in attitudes and behaviours
- Embraces the power of the Holy Spirit as the source of strength for living

As we see in Colossians chapter 3 the Christians' motivation to express the love of Christ in his/her life affects not just the nature of the work he/she is involved in but in the way he/she behaves and relates to others. This should lead to a vocational and relational lifestyle characterised and driven by faith in God, touching the lives of others through the work of the Holy Spirit.

The motivation for our mission comes from Christ's love compelling believers (2 Cor.5:14) and is therefore rooted in our faith in Christ. This faith produces a distinctive heart attitude of love, which expresses and is characterised by the following values and behaviour.

Core Values

Dignity; Every individual, group or community is created unique and bears the imprint of God. Therefore all relationships within and outside YFC should be characterised by love, compassion and wholehearted respect for the individual, group or community.

Empowerment; Increasing the capacity of individuals and groups to make choices and to transform those choices into positive actions and outcomes. Increasing the spiritual, political, social or economic growth of individuals and communities. Offering opportunities for experience and participation which leads to learning and growth for young people, volunteers, trustees, staff members and linked partners.

Partnership; Actively seeking positive opportunity for partnership with other bodies, forming trusting relationships that fulfil agreed upon expectations by sharing complementary strengths and

resources to reach our mutual goals.

Innovation; Continually pioneering new ways of fulfilling our mission, being prepared to experiment with the new and different as we operate and minister, ensuring a fresh and creative approach to reaching young people relevantly. Meeting the needs of young people and presenting opportunities for exploration of the gospel message.

Core Behaviours

Inclusivity Facilitating a sense of belonging to the corporate whole.

Integrity NES YFC and individual staff would be true to our values in how we operate internally as well as externally. The values which we promote for ourselves as YFC should be matched by those which we practice when relating to others.

These values and behaviours are intrinsically linked to the success and fulfillment of our mission. Therefore, the attitude and motivation of our staff and the way our mission is achieved are as important as the mission itself. (John13:34, Matthew 22:36, 1Corinthians 13:1&2)

As this attitude and motivation come only from a relationship with Christ, it becomes a genuine occupational requirement that many of our staff are committed Christians. Roles that have significant leadership or representational responsibilities, or that are central to fulfilling our aims and purposes or developing and maintaining our Christian ethos, will always be held by committed evangelical Christians. YFC will work at its best when staff work to a common purpose. There are other roles that have key spiritual elements to them that can only be carried out by those who are committed to a living faith in God.

There are some posts which do not require someone to have an expressed Christian commitment, but it is expected that every member of staff will respect and uphold all areas expressed in this policy.

NES YFC recognise that it is essential that these attitudes and behaviours continue in NES YFC and mark our work. We expect our staff to act in good faith and with loyalty to that relational ethos and to evangelical Christian standards of behaviour.

Notwithstanding this, NES YFC is committed to diversity amongst its staff and volunteers and will not discriminate of grounds that are unrelated to our ethos. We also hold a Code of Conduct which comes out of our values and beliefs and our ethos. (If you request to see this document prior to interview please contact us)

OUR FRAMEWORK OF MISSION

NES YFC operates within the 4D framework, Demonstration, Declaration, Decision, and Discipleship.

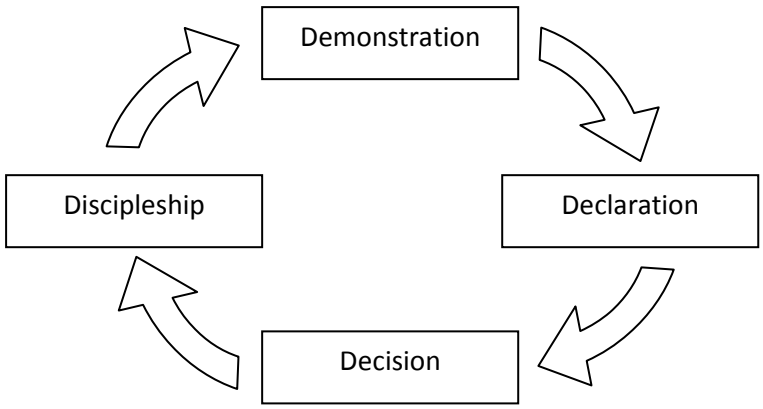
These operate in a cyclical fashion recognising that the nature and work of God precedes the call to conversion and decision. Effective, biblical Christianity demands the process of discipleship as an essential part of any faith decision.

Demonstration The practice of demonstrating acceptance and love by engaging in community development as a means of alleviating material need and/or building long-term, unconditional relationships with young people.

Declaration Any means of communicating the Gospel that prepares people to make an informed choice about the validity of the Christian message.

Decision As a part of the faith journey, decision is a point at which a person becomes aware of the need to make this informed choice to follow Christ, and does so.

Discipleship The process by which people follow and are formed into the likeness of Jesus Christ, growing in their relationship with and knowledge of God, with others and with their community. This process must be worked out within some form of the Christian church and will involve mentoring, teaching, service and discipline.



We recognise that people are all at different stages of life's spiritual journey and will fit into different categories; our aim is to provide activities which will meet the needs of young people in their life journey, ranging from the community of young people who do not attend any church activity and live apart from Christ, to the core of young people who are committed to Christ and ministry and are serving because of their love for Christ.

SIGNATURES

Drawn up by: _____ Date: _____

Post holder's signature (if applicable): _____ Date: _____

Chair of Trustees: _____ Date: _____