



CHESTER ROAD

Baptist Church

Role Description

Job Title:	Youth & Young Adults Worker
Location:	Chester Road Baptist Church, Chester Road, Sutton Coldfield, West Midlands, B73 5HU
Accountable to:	Minister
Working Hours:	We're open to between 0.5 FTE (18.75 hours per week) and 1.0 FTE (37.5 hours per week) by mutual agreement (including evenings & Sundays).
Salary:	Band 5: £22,779 - £25,390 FTE + contributory defined contribution pension. If we appoint an apprentice/ trainee, the role would be reworked and reflected in the salary offered.
Annual Leave:	25 days + 8 Public Holidays pro rata

OUR VISION: To see God's Kingdom come and His will done in Sutton Coldfield, north Birmingham, and beyond, as it is in Heaven.

OUR MISSION: Growing Community! Working with others to enable everyone within 5 miles and beyond of Chester Road Baptist Church to become disciples of Christ.

There are two equally important and inter-linked parts to this:

1. To enable 'non-believers' to become 'believers' in Christ (mission).
2. To enable 'believers' to become disciples of Christ (ministry).

In order that you are able to fulfil the requirements of this post, it is essential that you subscribe fully to our vision, mission, values, and beliefs, and worship regularly at Chester Road Baptist Church.



Job Summary:

Growing community! Working with others to enable all young people and young adults within 5 miles of Chester Road Baptist Church to become age-appropriate disciples of Christ.

Key Duties:

[We recognise fulfilling the following will be dependent on the actual time contracted and that it will be necessary to agree priorities and the phased introduction of responsibilities.]

Young People (11-18s)

1. Programmes

You will lead by example in taking a significant role in the pioneering, development, and delivery of the youth work and ministry programme. You will:

- ☐ Ensure the youth work and ministry programme provides young people with a dynamic and authentic expression of Christian faith.
- ☐ Ensure all youth meetings and events are well planned, engaging, creative, well-promoted, challenging, and potentially life-changing.
- ☐ Take an 'up-front' role in leading youth gatherings and events to include, but not be limited to, Brigades, Sunday mornings and at least one other weekly club. This will involve communicating and powerfully articulating the life-changing Christian message of hope and love.
- ☐ Support and play an active part in the combined Boys/ Girls Brigade 11-15s & 15-18s programmes.
- ☐ To develop and contribute to a youth discipleship programme (e.g. small groups, Youth Alpha...) that equips and mobilises young people for mission and ministry.
- ☐ Support and deliver appropriate young people's content in morning services, such that young people are engaged and active participants/ contributors.
- ☐ Play an active part in the planning and delivery of occasional all-age services.

2. Leadership and strategy

Good youth work and ministry doesn't happen by chance. It requires prayerful strategy, team work, planning, co-ordination and communication. You will:

- ☐ Work with others to develop the youth work and ministry strategy and plan, working closely with stakeholders (young people, volunteer youth workers, parents/ carers, Minister and the Leadership Team/ Diaconate).
- ☐ Grow and lead the core team of volunteer youth workers, developing their skills and enabling them to become effective leaders/ co-ordinators of teams.
- ☐ Pray regularly for young people and volunteer youth workers, and enable others to do the same.
- ☐ Be responsible for and manage the youth work and ministry budget, income, and expenditure, ensuring ethical stewardship of finances, resources and use of buildings.
- ☐ Provide the Leadership Team (Diaconate) and Church Members Meeting with quarterly information.
- ☐ Linking with other youth organisations and, where appropriate, work collaboratively.
- ☐ Keeping up to date with local and national trends in youth work and ministry.
- ☐ Ensure appropriate data is collated, reported and used to improve the service for young people.

3. Pastoral support

Whilst dynamic and well-led youth programmes provide an essential context for youth work and ministry, it is the quality of appropriate relationship between youth worker and young person that is often the most life-changing. You will:

- ☐ Lead by example in delivering relational youth work and ministry, developing appropriate relationships with young people.
- ☐ Provide 1:1 pastoral support for individual young people in need of extra encouragement, support or intervention, whilst working at all times in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.
- ☐ Maintain up-to-date information about specialist counselling and other support agencies, and sign-post/ refer young people as appropriate.

4. Schools work

Young people spend 30+ hours per week during term time at school/ college. We are blessed to have good secondary schools in the surrounding area. You will:

- ☐ Build effective relationships with local secondary schools, such as Bishop Vesey's Grammar School, Erdington Academy, Sutton Coldfield Grammar School for Girls, Plantsbrook School, North Birmingham Academy, Fairfax Academy, and John Willmott School.
- ☐ Negotiate and deliver assemblies, lunchtime clubs, RE lessons, and/ or 1:1 pastoral support – prioritising what delivers maximum impact.

5. Volunteers

We neither expect nor want you to do this on your own. Our vision is far bigger! You will:

- ☐ Build and grow a healthy team of volunteers, ensuring they feel a valued part of our church and the youth work and ministry.
- ☐ Actively recruit suitable volunteer youth workers from within the church community, in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.
- ☐ Work with the Safeguarding Co-ordinator to ensure all volunteer youth workers are reference-checked and Disclosure and Barring Service (DBS)-checked.
- ☐ Ensure volunteer youth workers are trained and developed to be even more effective in their work with young people.
- ☐ Co-ordinate the effective and safe deployment of volunteer youth workers, ensuring adequate adult/ young people ratios are maintained at all times, in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.

Young adults 18-30s

For young adults, independence brings opportunities and pressures (e.g. career, finance, housing, relationships, time...). You will:

- ☐ Ensure FE/HE students (18-21s) feel supported, welcomed (back) and cared for.
- ☐ Network young adults, creating social opportunities for them to meet and grow community together.
- ☐ Enable young adults to connect through participation in small groups.
- ☐ Provide 1:1 pastoral support for young adults.

GENERAL DUTIES

To undertake any other duties that may reasonably be required of this post holder, as directed by the Minister, such as:

- ☐ Attend and participate in staff meetings, including times of prayer.
- ☐ Participate in/ receive line management.
- ☐ Participate in training and ministry development
- ☐ Occasionally attend and participate in Leadership Team (Diaconate) meetings.



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Person Specification

Role title: Youth & Young Adults Worker

We know people don't come in boxes, but we thought it would help you to know what kind of person we think would thrive in this role at Chester Road Baptist Church. As you read, it might be that only some of the characteristics fit you. However, we would still love to hear from you if this role excites and inspires you!

	Essential	Desirable
Christian spirituality	A disciple of Christ with a commitment to, and evidence of, personal spiritual growth and ministry, and in agreement with our Christian values and beliefs.	
	Proven track-record of active and consistent involvement in your local church.	Member of a Baptist church
	Willingness to be an active member of Chester Road Baptist Church.	
Leadership	Proven track-record of recruiting and leading a team of volunteers	Proven track-record of leading & co-ordinating multiple teams of volunteers.
Qualifications, training and professional development	Level 5 or above qualification eg DipHE	A DipHE or above in Youth Work & Ministry (or equivalent)
	English and Maths GCSE grade C/5 (or equivalent) or above.	A JNC-recognised youth work qualification.
		CertHE or above in theology (or equivalent)
		On the list of Nationally Accredited Youth Workers of the Baptist Union of Great Britain
Personal qualities	Well motivated, able to take initiative, to plan and carry out work.	
	Well-developed inter-personal skills with the ability to establish rapport with a diverse range of people and ages.	
	Good verbal and written communication skills.	
	Good IT skills and the ability to organise your work and working environment.	
	Organised and able to handle, with competence, a demanding and varied workload.	

Youth Work & Ministry experience	Proven track-record of working effectively with young people in a Christian/ church context.	Proven track-record of working effectively with young people in both Christian and secular contexts.
	A dynamic and effective communicator.	
		Experience of 'uniformed' youth work, such as Boys/ Girls Brigade.
		Experience of delivering schools ministry e.g. leading assemblies, taking lessons, lunch/after-school clubs...
		Experience of delivering community projects.
	Experience of delivering training.	Experience of training and coaching volunteer youth workers.
	Good understanding of up-to-date safe practice & safeguarding with young people, children, and adults at risk.	Experience of delivering safeguarding training.
Other	A willingness to adopt a flexible working pattern, including regular evening and weekend work.	Experience of working evenings and weekends.
	Willingness to undergo DBS enhanced disclosure.	
		Full Drivers Licence
		Experience of driving a minibus.

There is a Genuine Occupational Requirement in accordance with the Equality Acts 2010 for the post-holder to have a vibrant and active Christian faith. This post is exempt from the Rehabilitation of Offenders Acts 1974 and is subject to a DBS check prior to an offer of employment being made.