



CHESTER ROAD

Baptist Church

Role Description

Job Title:	Children's & Youth Worker (or Youth and Children's Worker)
Location:	Chester Road Baptist Church, Chester Road, Sutton Coldfield, West Midlands, B73 5HU
Accountable to:	Minister
Working Hours:	1.0 FTE (37.5 hours per week) - including some evenings & regular Sunday mornings. NB We're also open to part-time or re-shaping the role. TBH, we're more interested in <u>YOU</u> and your skills, experience, and interest. Tell us!
Salary:	Band 5: £28,726 - £32,018, pro rata (2025-26) + contributory defined contribution pension. NB for those who don't sufficiently meet the criteria, we are open to exploring a lower band + training/ development package.
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.

Why work for us?

1. Growing, community-engaged church
2. An inclusive church
3. Opportunity to shape something (not just maintain someone else's ideas)
4. Supportive leadership
5. Supportive & experienced line manager
6. Supportive & experienced staff team – colleagues!
7. Good terms and conditions
8. Potential to explore Baptist accreditation as a children's or youth specialist.
9. On-site Café (free/ discounted).
10. Great location (15 mins to both central Birmingham and countryside)



Job Summary:

Growing community! Working with others to enable all children & young people aged 5-18 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 It is to be expected that the appointee will have more time/ experience/ aptitude for either 5-11s or 11-18s.]

1. Programme:

You will lead by example, taking a significant role in the pioneering, development and delivery of the 5-18s children's & youth programmes. (We also employ a p/t Under 5s Worker) You will:

- ☐ Ensure the 5-18s programme provides children & young people
- ☐ 7ple with a dynamic, authentic & inclusive expression of Christian faith.
- ☐ Ensure all children's & youth sessions and events are well planned, engaging, creative, well-promoted and, above all, fun and relational.
- ☐ Take an 'up-front' role in leading 5-11 sessions/ events to include, but not limited to, some Sunday mornings and at least one other weekly club. This will include creatively and enthusiastically articulating the life-changing Christian message of hope and love.
- ☐ Take an 'up-front' role with 11-18 sessions/ events to include, but not limited to, some Sunday mornings and at least one other weekly club e.g. Thrive. This will include creatively and enthusiastically articulating the life-changing Christian message of hope and love.
- ☐ Play an active part in the planning and delivery of all-age services.
- ☐ Take lead-responsibility for the development and delivery of at least one children's holiday club a year, building a team of volunteers.

2. Pastoral support

Whilst dynamic and well-led children's/ youth programmes provide an essential context for 5-18s work and ministry, it is the quality of appropriate relationship between worker and child/ young person that is often the most life-changing. You will:

- ☐ Lead by example in delivering relational children's/ youth work and ministry, developing appropriate relationships with children, young people, and their parents/carers.
- ☐ Provide 1:1 pastoral support for individual children/ 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.

3. Schools & Community

Children/ young people spend 30+ hours per week during term time at school. We are blessed to have good primary & Secondary schools in the surrounding area. You will:

- ☐ Build effective relationships with local schools.
- ☐ Negotiate and deliver 1:1 support, assemblies, and/or occasional class visits to Chester Road Baptist Church – prioritising what delivers maximum impact

4. Leadership and strategy

Good children's & 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 children's & youth work and ministry strategy/ plan, working closely with stakeholders (children, young people, volunteers, parents/ carers, Minister and the Leadership Team/ Diaconate).

- ☐ Recruit and train volunteers, in accordance with Safer Recruitment principles.
- ☐ Grow, lead, and support the core team of volunteer children's / youth workers, developing their skills and enabling them to become effective leaders/ co-ordinators of teams.
- ☐ Pray regularly for children & young people, and volunteer children's workers, and enable others to do the same.
- ☐ Ensure that all work complies with Health & Safety and Safeguarding policies and procedures, including Risk Assessments and hygiene cleaning of equipment/ resources.
- ☐ As a member of the Safeguarding Team, serve as Deputy Designated Person for Safeguarding.
- ☐ Be responsible for and manage the children's & youth work and ministry budget, income, and expenditure, ensuring ethical stewardship of finances, resources and use of buildings.
- ☐ Update the Leadership Team (Trustees/ Diaconate) and Church Members Meeting with regular information.

5. 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
- ☐ Attend and participate in Leadership Team (Trustee) meetings, as required.



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Person Specification

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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.	Willingness to be an active member of Chester Road Baptist Church.
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 communication skills.	Good written communication
	Good IT skills and the ability to organise your work and working environment.	Effective use of engaging social media to promote activities/ community.
	Shares our commitment to, and understanding of, inclusive mission & ministry.	Experience (professional or lived) of working positively to celebrate and affirm every person, challenging discrimination based on ability, age, ethnicity, gender, neurodiversity, and/ or sexuality.
Children's & Youth Work & Ministry experience	Proven track-record of working effectively and inclusively with children/ young people in a Christian/ church context.	Proven track-record of working effectively and inclusively with children/ young people in both Christian and secular contexts.
	Someone children/ young people are drawn to.	A dynamic and effective presenter/ communicator.
		Experience of delivering schools support e.g. mentoring, 1:1 pupil support, leading assemblies ,and/or lunch/after-school clubs

		Experience of delivering community projects.
		Experience of delivering training and/or coaching.
	Good understanding of up-to-date safe practice & safeguarding with children, young people, and adults at risk.	Experience of being a Designated Person for Safeguarding (or Deputy).
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		A DipHE or above in Children's or Youth Ministry (or equivalent)
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

Chester Road Baptist Church is a member of the Inclusive Church Network. It is essential the postholder is in agreement with, and able to proactively support, our inclusive ethos.

ChesterRoadBaptist.org.uk/Values

Inclusive-Church.org/



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.