

JOB DESCRIPTION – ILLUMINATE YOUTHWORKER

LINE MANAGER	Youthwork Manager
HOURS OF WORK	22.5 hours per week
MANAGEMENT LEVEL	Service Leader
PAY SCALE	Aligned with JNC scale points 11 - 14
LOCATION	The Door, 44-45 High Street, Stroud, GL5 1AN

OVERALL AIM OF THIS POST:

The primary aim of The Door is to accompany young people and help them to identify and meet their needs. Our youthwork team exists because young people need the safety and security of non-judgmental role models, to guide their development to become positive members of society.

The illuminate Youth worker is employed to meet the needs of Christian young people and those curious about Christianity. They work to inspire and equip Christian young people as culture changers in their schools and communities and enable all young people to have opportunities to explore the Gospel and Christian faith in relevant and accessible ways. They act as a spokesperson for Christian young people within key local, regional and national youthwork strategies, building on the reputation of The Door with churches and schools in order that young people can flourish and grow spiritually.

The illuminate Youth worker will pioneer a chaplaincy ministry in a local school as well as partnering with the local church in building the next generation of Spirit-led Christian young people, creating a sustainable long-term strategy for their discipleship.

KEY STAKEHOLDERS

- Chief Executive Officer
- Chief Operating Officer
- Board of Trustees
- Youthwork Manager
- Community Youthworkers
- Other department managers
- Department staff & volunteers
- Local churches & other Christian organisations
- Young people and/or families accessing the service
- Regional and national Christian youth organisations
- Statutory bodies including Social Care, CYPS, schools, Health Service, town/parish councils and Stroud District Council
- Funding bodies including Growing Faith Network

SPECIFIC DUTIES AND RESPONSIBILITIES

Strategy and Vision

- Prayerfully support the Youthwork Manager to develop and deliver the vision of illuminate - inspiring and equipping Christian young people as culture changers in their schools and communities
- Build a partnership network with churches, church bodies, Christian groups and organisations
- Ensure young people have opportunities to explore the Gospel and Christian faith in relevant and accessible ways
- Be a spokesperson for Christian young people within key local, regional and national youthwork strategies
- Work closely with The Door's Community Youthworkers to ensure strategies for illuminate and Community Youthwork are complimentary and communicated well to stakeholders
- Build on the reputation of The Door with churches and schools in order that young people can flourish and grow spiritually

Youthwork Delivery

- Develop and deliver the overall programme for Christian youthwork activity in the specific communities, as well as individual session plans
- Develop robust ongoing discipleship relationships with young people, including those accessing sessions, met through partner schools and churches
- Progress illuminate projects across the Stroud District
- Collaborate with local churches to develop spaces that facilitate illuminate delivery in locations where we are not commissioned by town or parish councils.
- Deliver non-judgmental open access spaces for young people to explore their spirituality openly
- Help young people to recognise and articulate their own needs, and develop strategies to meet those needs
- Create opportunities for young people to pilgrimage on transformative residential
- Work with schools to develop positive Christian activities within the life of the school which promotes spirituality, and specifically the Christian faith as more than just an academic subject
- Pioneer a team chaplaincy model in local comprehensive secondary schools
- Collaborate with other groups of Christian young people in the locality and provide opportunities for them to connect
- Deliver quality social media content regularly in line with The Door's Social Media Policy and strategy
- Ensure the safety and well-being of all the young people that are accessing The Door's services, including adherence to The Door's policies and procedures, and make appropriate safeguarding interventions as required.

Contract Management and Reporting

- Monitor the impact of the work and its performance against agreed KPIs

- Prepare high quality progress reports in line with funders' reporting requirements
- Take overall responsibility for ensuring session and individual records are maintained accurately and timely via Salesforce and Excel including incident reporting.

Team Contribution and Staff Supervision

- Lead a prayerful and pastoral presence within the wider team, being sensitive to the different world views present within
- Be accountable for recruitment, management and ongoing training of volunteers
- Contribute to the wider youthwork team by bringing new ideas, supporting and challenging colleagues
- Demonstrate the cultural values of The Door Keys in all aspects of the work.

PERSON SPECIFICATION

ESSENTIAL

There is an occupational requirement for the jobholder to be a practising Christian.

- Prayerful and committed to the leading of the Holy Spirit.
- Have energy and enthusiasm for communicating the Christian Gospel
- A good role model who is resilient, teachable and a good team player
- Self-motivated and able to work unsupervised
- Flexible in times available for work
- Evidence of positive engagement with continuing professional and spiritual development
- Full driving licence & access to own vehicle

DESIRABLE

- Experience of working with Christian and other young people outside of traditional church settings
- Professional youthwork qualification or equivalent
- Comfortable in leading groups, standing in front of large gatherings and school classrooms
- Good organisation, administration and presentation skills, including public speaking
- Strong listening skills
- Able to be adaptable and react well to challenging situations
- Able to maintain clear & strong professional boundaries
- Strong networking skills, and the ability to relate to adults, young people and stakeholders from a range of local and church organisations
- Possess a sense of adventure and a willingness to try new things
- Experience of leading a team of volunteer youthworkers, and empowering and managing young people in volunteering roles
- Experience of working with groups of young people from a range of backgrounds (mixed ability, age, culture, religion, socio-economic, vulnerable, marginalised)

- Experience in developing new and innovative schemes of youthwork programmes and projects
- Experience of report writing for key stakeholders
- Good IT skills, including the use of online streaming, Microsoft Office, Google Suite, and social media
- Minibus driving licence

