



Sidcup Baptist Church

A church that loves and serves God, His people and His world

Job Description and Person Specification

Job Title	Youth Worker
Salary	£11,737
Employed by	Sidcup Baptist Church
Start Date	Sept 22 (exact date TBC)
Hours of work	Part Time - 18 hours per week, including evening and weekend work

Contact

Rachel Woolcott – C/O SBC Trustees
Sidcup Baptist Church
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Sidcup
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Reg Charity: 1130546

1. Objectives and Responsibilities of the Youth Worker:

- Oversee the youth ministry of SBC – helping to lead and run mid-week and Sunday groups
- Organise and work with the volunteer youth team, as well help to recruit, support and train.
- Encourage the young people's development of faith and their relationship with God
- Make effective use of available funding for youthwork, both from within the church and external sources
- Build positive relationships with and amongst the youth and parents.
- Develop a fresh vision, strategic direction, planning and prayer for the youth work at SBC
- With the hope to:
 - Create better links to transition children to youth groups
 - Build stronger connections between young people and the wider (adult) congregation.
 - Continue positive relationships with local schools, churches and the community.
- At all times seek to follow the example of Jesus in offering servant leadership and thereby lead by example and be a role model for the young people and children of SBC.
- Develop appropriate clubs / groups, mentoring and other opportunities for young people within the church and local community context, maintaining an inclusive approach.

Supporting the wider work of SBC

- Be an active and regular member of the congregation at SBC.
- Work with the wider ministries of the church and specifically to liaise with the Pastor and trustees of the church.
- Willingness and flexibility to help church-wide events to happen and be supported.

2. Person Specification

We seek a strong Christian (genuine occupational requirement), who is passionate about their faith, is at ease with an 'evangelical charismatic church', in agreement with our vision and values and:-

- Can engage effectively with young people, their parents, volunteers and other leaders.
- Has a passion and gifting for helping young people grow as Christians and for evangelism and outreach.
- Has appropriate experience (essential) and qualifications (desirable) in youth work and ministry in the context of a church or other Christian organisation.
- Gives time to prayer and the study of the Scriptures and can demonstrate sound understanding of the Bible and its application to life.
- Has good communication skills, a high degree of personal initiative, strong administrative skills and an ability to think strategically.
- Proficient with basic IT tasks and software e.g. MS Office, social media platforms.
- Able to foster positive, non-judgmental relationships with all young people, that come into contact with the church.
- Will offer sound, Bible-based teaching in a variety of settings.
- Able to work well within a team and under the supervision of the Pastor/Trustees.

3. Special Requirements

- An enhanced disclosure from the Disclosure and Barring Service (DBS) will be required for this role.
- The Youth Worker will be expected to adhere to the guidelines set by SBC's safeguarding policy.
- The Youth Worker will be expected to have an awareness of the current legislation and national standards relating to the responsibilities of those working with young people and children.
- The Youth Worker should be sensitive to, and able to be trusted to respect, the confidential nature of the role.
- Having a driving licence and vehicle is advantageous but not essential.

4. Supervision and Support

- The Youth Worker will be line-managed and supervised by the Pastor, when in position, in the interim this will be the Youth and Families Trustee.
- The Trustees will agree and arrange suitable support and accountability with the Youth Worker once they are in post.
- The successful applicant will be encouraged and supported to engage with personal training and development both directly relevant to youth work and to also take part in other training relevant to being part of the wider church team.

Terms of Employment

- The appointment is for one year in the first instance, subject to an initial probationary period of 3 months. Subject to satisfactory performance (to be determined at a full review after 9 months in post and thereafter annually), the contract may be extended for a further 2 years.
- The DBS check must be satisfactorily completed before the appointment commences.
- The appointment may be terminated with at least one month's notice on either side.
- The appointment will be part-time, 18 hours per week, the role will involve weekend and evening work. Days off and working hours can be agreed with the line manager.
- The starting salary will be £11,737 per annum, with scope for progression based on performance and experience developed in the role.
- The salary will normally be paid on 15th of each month (or the nearest prior working day).
- Sidcup Baptist Church has a Pension Scheme for the benefit of all employees. You will automatically be enrolled into the Pension Scheme subject to the Scheme Rules which will be provided to you by NEST Pensions Limited or such other financial services company as the church shall nominate. Sidcup Baptist Church under its Stake Holder obligations will pay 3% of your qualifying salary to the scheme each month.
- The Youth Worker will be entitled to 25 days of annual leave (pro rata), plus bank holidays and time in lieu when appropriate.
- The church will reimburse in full all reasonable expenses incurred on business, including conference fees (to be agreed in advance with the line manager).
- The church will pay the Youth Worker the recommended Baptist Union mileage allowance on miles travelled on church business and any other reasonable travelling expenses incurred on behalf of the church.
- The Youth Worker will be entitled to statutory sick pay in the event of illness.

How to Apply

Applications should be in the form of a full CV accompanied by a supporting statement and details of two referees.

- The CV should give details of education, qualifications, employment history and experience (including any voluntary work) and relevant personal information.
- The supporting statement, not exceeding 2 sides of A4 (up to 1200 words), should:
 - outline your Christian commitment
 - explain your motivation for applying
 - give examples of how your skills and experience equip you to meet the requirements of the role
- One of your referees should be your current church Minister or someone of appropriate standing within your church's leadership (not a relative). Your second referee should be your current or most recent employer (or, if you have not previously been employed, your last educational establishment or similar).

Applications should be sent by Friday 24th June 2022 to: rachel@sidcupbaptistchurch.org.uk

If you are short-listed for interview, we will be in touch within 1 week of the closing date to give you more details about the interview process. The interviews will take place in late June/early July. Please tell us in advance if there are any difficult dates.

We will aim to let all candidates know the outcome of their application within one month of the closing date.

If you would like to discuss any aspect of the role, please contact rachel@sidcupbaptistchurch.org.uk for more details.