



## Youth and Children's Community Worker

### ADVERT

Are you a Christian who is enthusiastic about their faith and following Jesus but willing to admit they haven't got it all figured out? Do you know how to communicate and build relationships through minimal dialogue? Do you enjoy eating pizza, playing games, seeing things from a new perspective and thinking on your feet? Can you advocate for others and help them grow in confidence to do it themselves and get their voice heard? Are you comfortable with being real around others and able to model respect?

If so, you might be just who we're looking for to join our team at *The Beacon Project: SR5*. In partnership with the Parish of North Wearside, we hope *The Beacon Project: SR5* will result in a series of locally authentic and evolving, sustainable church activities and practices, that will increase our value to, and relationships with, our community in North Wearside, Sunderland. We are particularly keen to grow our impact and connections with young people and agencies who work with them, in the area.

As the Youth and Children's Community Worker, you will be key in developing our youth provision and programme; building relationships and connections with local community groups and schools. You will have input in mission activities and events designed to improve our visibility in the community including planning and delivering interactive prayer spaces in school, church and around the community. You will be expected to develop an awareness of existing youth provision and seek to work in partnership with other groups, both church based and secular, where possible. You will be an advocate for young people in the church and the community, helping them to find their own voice and raise their aspirations, growing in faith and confidence. As a visible, accessible and active Christian you will create an environment for young people to grow spiritually, curating a safe place for exploration of faith and questions without judgement, in a non-intimidating way.

This is an outward facing missional role that is seeking to better embed our church life in the community, more thoroughly and visibly, boosting our accessibility and approachability.

Whilst there is some flexibility available, we expect the post to be worked over three days a week, which will include evenings and weekends.

**Post title:** Youth & Children's Community Worker

**Hours:** 16 hours a week initially, presumed over 3 days

**Salary:** £9.50/hour

**Work base:** Office space at Holy Trinity, Southwick

**Length of contract:** four years initially, with a view to extend depending on funding

## **Context: The Parish of North Wearside and The Beacon Project: SR5**

North Wearside Parish has been granted funding to aid in the development of the Church within the community and to increase our missional impact and focus, this is *The Beacon Project: SR5*. Through the *Beacon Project*, by 2025 the Parish of North Wearside hopes to be an evolving authentic expression of Church, visible and valued in the community; accessible to all, led by locally grown and nurtured leaders.

The Parish of North Wearside is a Church of England Parish located in Sunderland. We have two Church buildings - Holy Trinity Southwick and St. Cuthbert's Redhouse - and a community project at St. Bede's on Town End Farm. We are a growing parish with a love of our community and a desire to see those in it thrive. We are an urban parish with a population around 36,500, across a number of estates. We are ranked 391 on the Church of England deprivation statistics. Holy Trinity is a grade II listed building and St. Cuthbert's dates from the 1950s and has two halls attached for community and church use. Both buildings have toilets and kitchens but we have recently launched an ambitious building project for Holy Trinity to further upgrade its facilities.

In North Wearside Parish we have been growing an extensive programme of outreach both for community events and more faith focused work. We run a number of growing mid-week groups for children and young people, from babies to high school. We also host a community meal during the winter months that is open to anyone. We are seeking to grow in visibility and develop our relationships with the community around us further. We are also looking to grow work that has been done by Unlock workers on the Town End Farm area of the parish at St. Bede's Community centre.

*The Beacon Project* will run alongside and be well integrated with the Parish of North Wearside, with an initial base at Holy Trinity, but we do not plan or intend to be limited to that building. We are keen to develop ways of being present, accessible and visible as church within the community, across the parish; including St. Cuthbert's, Redhouse and St. Bede's community centre, Town End Farm.

We will be a focal point for the community, valued for feeding people spiritually, physically and sacramentally, with significant emphasis on assisting, developing and equipping local leaders. Our work is part of the *Missio Dei* – the understanding that God is already present and active in this place, we are simply striving to take part in that mission and realise God's plans for the people in SR5. As such we intend that the project will lead to the mutual growth of the staff, local leaders, volunteers and community alike. We want to be a people and place where knowledge of God is made known, discovered and celebrated, across all ages and backgrounds; where God is seen as much in the learning and innocence of a young child to the decades of wisdom of a life veteran, from the highly educated to the illiterate; where blended families and individuals form community, both transient and rooted. We will be engaged in the needs and concerns of our community and ensure that we build and develop relationships with other organisations in the area to have an integrated approach; enabling organic growth of faith, skills and leadership, with our key themes/points of focus being social isolation, poverty, & young people and families.

We expect the role to develop according to your gifts and as opportunities arise, but this will be discussed and reviewed with your line manager.

The successful candidate will be able to demonstrate skills, knowledge and experience in the following areas:

## Job Specification

<p><b>Missional Task &amp; Focus</b></p>	<ul style="list-style-type: none"> <li>● To determine the needs of the young people in the local area/community, through comprehensive mapping of context and listening. To build and develop relationships with other local churches, community members and organisations, proactively pursuing partnership opportunities and developing a skills audit of partners to ensure we complement their work.</li> <li>● To represent the needs and views of young people to the wider church and/or to enable, where appropriate, the young people to do this for themselves.</li> <li>● To work in partnership with the church leadership to produce a strategic plan for the ongoing youth and young persons' ministries of the church providing a safe space for young people to explore faith, develop their confidence and raise aspirations.</li> <li>● Develop and coordinate a team of volunteers to help lead our youth programme and facilitate ongoing training assessment and reviews of them to ensure they grow in skills and confidence.</li> <li>● Work with the Beacon Project Coordinator to develop sustainable models and identify potential developments and opportunities for the Beacon project, including funding streams.</li> </ul>
<p><b>Administrative/Team engagement</b></p>	<ul style="list-style-type: none"> <li>● To ensure all groups and activities led with appropriate adherence to safeguarding policies and good practice guidelines to maintain the safeguarding of children, young people and vulnerable adults.</li> <li>● To work closely and collaboratively with the Parish Team; attend appropriate meetings, and invest in relationship building to ensure a cohesive and joined-up approach</li> <li>● To collect data, track progress, and monitor attainment of KPIs in collaboration with the Beacon Team, evaluating and reviewing our practice and informing our strategy development.</li> <li>● To support the Project Coordinator in presenting the project and its progress articulately to the community and key audiences, including the Parish Church Council (PCC), as required.</li> </ul>
<p><b>Spiritual &amp; Pastoral</b></p>	<ul style="list-style-type: none"> <li>● Provide pastoral care and spiritual guidance for young people, &amp; work with the Families Chaplain to further support their families when necessary.</li> <li>● As a visible, active and easily identifiable Christian presence in the community you will be required to spend time as a community chaplain in designated places and to lead accessible and inclusive prayer and worship activities as appropriate.</li> </ul>
<p><b>Additional Information</b>  <i>Please note: There is a genuine occupational requirement that the role holder is a committed</i></p>	<ul style="list-style-type: none"> <li>● It is important for the growth and development of the project that the postholder is well integrated into the Beacon team. For this reason, there will be an expectation that the post holder will spend</li> </ul>

<p><i>Christian in accordance with Part 1 of Schedule 9 of the Equality Act 2010.</i></p>	<p>time (forming part of the working hours) at leadership team meetings, prayer meetings and building relationships with other key members of the Parish team.</p> <ul style="list-style-type: none"> <li>● This role will include evening and weekend work.</li> <li>● Frequent travel across the Parish is expected, own transport would be helpful.</li> </ul>
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## Person Specification

<p><b>Education &amp; Training</b></p>	<ul style="list-style-type: none"> <li>● Extensive experience in the field of youth or community work.</li> </ul>
<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>● Experience of leading people (paid or voluntary) through encouragement, mentoring, motivation and development.</li> <li>● Experience of project management and delivery, working with and reporting to multiple partners to deliver key outcomes on time and within budget.</li> <li>● Proven experience of collaborative working; forming effective working relationships with a diverse range of people, including experience of conflict-resolution.</li> <li>● Experience of writing and presenting reports and updates for internal and external audiences.</li> </ul>
<p><b>Knowledge &amp; Skills</b></p>	<ul style="list-style-type: none"> <li>● An able communicator with the ability to tailor delivery to different audiences and contexts.</li> <li>● Strong interpersonal skills and an excellent team player; open to learning from, and listening to, others.</li> <li>● Ability to plan independently and collaboratively, and communicate an idea quickly and efficiently.</li> <li>● Self-aware and emotionally intelligent.</li> </ul>
<p><b>Key Competencies</b></p>	<ul style="list-style-type: none"> <li>● Able to exercise sound judgement and decision making, especially around safe-guarding</li> <li>● Motivated self-starter with a flexible attitude, able to demonstrate enthusiasm, resilience and tenacity.</li> <li>● A deep commitment to a personal Christian faith and a motivation to see that grow in others.</li> <li>● Experience facilitating and helping to lead creative prayer and worship activities that communicate the Christian faith in an accessible, inclusive way.</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>● A willingness to undertake additional training as required</li> </ul>
<p><b>Desirable</b></p>	<ul style="list-style-type: none"> <li>● Experience of securing external funding through successful grant applications.</li> <li>● Qualification in youth and/or community work.</li> <li>● Access to own transport, to support travel across the parish.</li> <li>● Willingness to promote integration between the Beacon Project and North Wearside Parish and encourage mutual participation.</li> </ul>

## **General**

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents and we aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

There is a genuine requirement for the applicant to demonstrate a personal commitment to the Christian faith however we are additionally committed to being an equal opportunities employer and ensuring that all employees, job applicants, visitors and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated with, and to treat others, with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

We are a living wage employer.

### **Standards of Behaviour and Conduct**

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

### **Health and Safety Responsibilities**

The Parish of North Wearside takes Health and Safety at work and the safeguarding of vulnerable adults and children very seriously, we require all our employees to familiarise themselves with, and follow, our policies for these. All offers of employment are subject to an enhanced DBS disclosure.

## **Application and Interview process**

Application will be through covering letter, CV and a completed template of the job specification demonstrating how you fulfil it. The covering letter should address how you respond to *The Beacon Project*: SR5's slogan of 'listening, learning and lighting the way'. A blank template can be found on [www.northwearsideparish.com](http://www.northwearsideparish.com)

Applicants are asked to provide the name and contact details for three referees, one of whom should be able to comment on your faith commitment and spirituality, eg. a church leader or spiritual director. Another should be a recent work reference.

To make some informal enquiries about this role you are invited to contact the ordained lead of *The Beacon Project*, Rev'd Chantal Noppen on 07504 560249. If you are undecided about which specific role of those advertised is the best fit for you, but you feel called to apply, please contact us. We would welcome the opportunity to look at the team flexibly and explore the options available with you.

**Deadline:** 6pm on August 15<sup>th</sup> submitted electronically to [beaconprojectsr5@gmail.com](mailto:beaconprojectsr5@gmail.com) or by post to The Team Rectory, Rotherham rd., Redhouse, Sunderland, SR5 5QS.

Interviews are scheduled for the week beginning August 31<sup>st</sup>