



Youth Children and Families Development Worker Job Description January 2018

Job title: Youth, Children and Families Development Worker

Vision for the Role:

This is an exciting new post at the Avon Valley Partnership Benefice. We are looking for someone who has a vision for the future in children and will develop, both within the churches and in the wider community, and in partnership with complementary agencies, our existing ministry to children, and move us on with fresh vision and energy to create a really attractive church community throughout the Benefice for young people and their families. In this way, helping the AVP to implement its vision of 'Sharing the love of Jesus'. Our priorities are growing disciples and discovering the heart of God. From that basis we want to reach out to our lost and our new generations. We want to transform our different communities while demonstrating a loving generosity of time energy and resources.

Reporting to: The Rector, as line manager

Accountable to: The Management committee

Responsible for:

Developing the vision for families and young people's work in partnership with key people throughout the Benefice in line with our Parish Action Plans.

Developing a strategic plan for achieving that vision

Developing and supporting the various voluntary teams working with children and families within the churches

recruiting and training new leaders to help grow and develop all aspects of youth, children and families work.

Hours: Normally 38 hours per week. The nature of the job will require a flexible approach to working hours, including substantial evening/Sunday work, as mutually agreed with the line manager. Saturday would normally be a day off. Please note that although this post is envisaged as full time, we are open to discussion about a part-time or job share posts if that suited the best candidate more.

Holiday: Five weeks per year, which includes up to five Sundays plus all bank holidays, except Good Friday and Christmas Day in respect of which days may be taken in lieu. It would be expected that the substantial majority of this holiday would be taken during the school holidays.

Retreat days: One week each year (not to be counted as part of the holiday entitlement)

Salary: £ 26,000 - £29,000, plus work related expenses

Contract length: We see this as a long term post, but plan to provide funding for 3 years initially. We anticipate a early summer start date. There will be a probationary period of six months.

Preconditions of Appointment: There is a genuine occupational requirement that the post-holder is a Christian and is happy to worship in a Church of England context. This post is also subject to an enhanced DBS disclosure and satisfactory references.

Closing Date for applications: 16th February 2018

Principal duties and responsibilities:

- a) In partnership with key members throughout the Benefice, develop a three year action plan for the development of our children, families and young people's ministry.
- b) Develop our existing varied provision for children & families at the churches within the Benefice and also to move us on with fresh vision and energy so that we can create a really attractive church community for children and their families, which encourages new people in and also helps keep children as they approach the end of primary school and beyond
- c) Work with children and their families in churches, encouraging them to explore and grow in their Christian faith and become true disciples of Jesus able to share their faith with confidence
- d) Encourage active participation of children and families in the life and worship and help plan and deliver church services and children's groups which are meaningful, lively, enjoyable and accessible for this age group
- d) Provide pastoral support for children and their families and also volunteers involved in the children and families' ministry
- e) Be involved in baptism/thanksgiving preparation, services and follow up for families so that they are encouraged to really feel part of the church family
- f) Support, develop and motivate existing leaders/helpers working within the various children's groups and their families
- g) Identify and encourage new leaders/helpers to join the various teams as the work grows and develops
- h) Strengthen & develop the existing links that we have with the seven local schools
- i) Plan and deliver special events for children and families e.g. family services, holiday clubs, Halloween alternatives
- j) Work in partnership with our communication's officer who has responsibility for the communication and advertising of church activities for children and families in a contemporary and effective way, including on parishes websites
- k) Understand and implement best practice in children's work, including Health & Safety and Safeguarding policies and procedures and model good practice to others
- l) Take a full and active part in the life of the Benefice, including staff & leadership team meetings and participate in deanery and diocesan networks and training events
- m) Any other duties related to the role, which may from time to time be reasonably required * see Person specification –

Person specification

Essential

A Christian who is passionate about Jesus and sharing their relationship with him and who loves children and young people and longs that younger generations should know Christ

A confident, motivated and experienced visionary leader who can motivate and inspire others

Someone with the creativity and imagination to think outside the box

Experience of working with children and families in a church context.

A good team player who is willing to be 'hands-on' with the practicalities of running activities

A person who has very good pastoral understanding and sensitivity, and who is able to relate warmly to both parents and children

A person who believes in the power of prayer and who wants to help others pray

The ability and determination to persevere in what can be a challenging modern culture

Excellent communication skills with both children and adults, and the willingness and confidence to lead services

Competent IT user who understands and is willing to use modern social media Training can be provided where necessary

Good organisational, time management and administrative skills
The ability to manage budgets

Someone with a good sense of humour, who is willing to learn and develop both their own Christian faith, skills and gifting and whose life and character are fully consistent with their Christian faith

A full driving licence

Desirable

Educational qualifications or previous training undertaken in this field

Musical ability