

Appointment of
YOUTH DEVELOPMENT WORKER

Brightons Parish Church, Presbytery of Forth Valley and Clydesdale
Closing date – noon on Friday 13 September 2024

Job Reference Number: M10/24

Responsible to: Parish Minister



About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



About the Parish

We seek to invite, encourage, and enable people of all ages to follow Jesus Christ

Welcome to our church family at the heart of Brightons! We are:

- A family of all sorts of people, journeying in community towards wholeness.
- Meeting with God in a personal and life-changing way.
- Maturing in faith and character as God's people.
- Sharing our lives and the good news of God's love in word and deed.

We have 384 members on our congregational roll, and an additional 24 adherents and regular attending non-members. We have around 165 adults, children and young people attending in person on a Sunday, with others joining us online. For more information on the vision, values and ethos of Brightons Parish Church and our Minister's bio, see our website home page and sermons page: www.brightonschurch.org.uk

Church life has adapted to changes following the COVID-19 pandemic and full programmes are now being offered in most areas. Although attendance in person at Sunday morning worship is slightly lower than pre-pandemic (with a small number of members still not feeling confident to return to the Sanctuary for in-person worship) we have been encouraged by a number of new members and non-members who attend the services regularly. Morning services continue to be 'live-streamed' from the Sanctuary, with a significant number of views both at the time of morning worship, and over the following week. All-age communion is now a regular feature with two of our quarterly communion services being all-age.

Monthly Sunday evening services (with communion) and monthly half-hour Thursday services (with communion four times a year) are also held, meeting the needs of a number of our church family.

During the last two summers, a short 30-minute all-age service was held in the Sanctuary, early on a Sunday morning before the normal 11am service, to allow a space for families to worship together. This year, one service will be held at 11am, with a Summer Club for age 3-P7 being trialled to run at the same time instead of Sunday School.

We are grateful for the effort from the Minister and the many volunteers from our church family who are involved in our services, giving significant amounts of their time and gifts to ensure worship is meaningful and runs smoothly. Indeed, with the increasing breadth of worship services and events and people involved in these, the 'Worship Team' within our Team structure of the Kirk Session has been reinstated.

Church Life is busy with many life-giving activities being offered through the week including Sunday School and Young People Groups, Pre-5s, Girls' Brigade, Boys' Brigade, Fellowship Groups, Book Groups, Alpha, Art Group. 'Friends of Jesus' Group for adults with learning difficulties, Thursday coffee morning, Guild, Belong (intergenerational outreach event) and Friendship Plus. These are all run by volunteers from our church family and are valued by so many. Our church calendar is available on our website along with our weekly newsheet and quarterly magazine which have much more about our activities.

2023 has been a year of Brightons growing in Discipleship and Prayer. The 'Huddle' groups that were started in 2021 and 2022 meet regularly to support one another as they continue in their journey of faith. A small group successfully trialled a discipleship program called 'Safar' and an invitation has now been offered to the rest of the church family to work through these discipleship materials in pairs.

Fellowship and book groups continue to be valued with two new book groups launching, providing exciting opportunities to explore God's Word together.

Prayer ministry and sharing of testimonies have become a regular part of morning and evening worship, encouraging our church family to step out in faith and minister to each other. Congregational prayer times before the morning are well attended and uplifting.

A number of members were also invited to test out a preaching gift, following a pilot training course run by the Minister and a retired Minister (and member of our congregation). This has enabled the preaching team to expand.

Context of the role

Brightons Parish Church has a broad and well-established youth work in the local area, covering Sunday School, schools work, Boys' and Girls' Brigade, online Minecraft community building, Additional Support Needs and more. There is a great desire in the congregation to see this work developed and broadened so that we see the following objectives achieved:

- Engage with a generation's spiritual search. Help young people grow a faith in Jesus.
- Grow young people's confidence and see the impact of their contribution.
- Equip young people with greater resilience, to flourish in the face of challenges

These objectives were developed by the Up and Coming Team of the Kirk Session in conjunction with the young people and volunteers of the congregation, as well as local community input.

Alongside a committed, capable and substantial volunteer team, we recognise the need to increase our capacity and receive fresh leadership, insight and experience if these objectives are to be realistically achieved.

We seek an individual to take on this role and work alongside us, with a passion for the Good News of Jesus Christ and for the development of young people.

As such, the Youth Development Worker is expected to worship at Brightons and be actively involved in the life of the congregations, with Sunday as a day of work, yet no requirement for the individual to live in the parish.



Role description

Title of Post:

Youth Development Worker

Responsible to:

Parish Minister

Purpose of Post:

To help facilitate the success of the congregation's Youth Development Project for the young people (11-18s) of our church and parish via the three objectives of our Youth Ministry.

Key objectives

- Encourage and support a growing spiritual maturity of our young people, including their prayer-life.
- Develop a tailored curriculum for our youth and a young leader training scheme.
- Establish a peer support network among our young people.
- Setup a mentoring scheme pairing young people at critical points with supportive adults.
- Develop our existing partnerships with Braes High School, including joining the Chaplaincy Team and sharing in assemblies, and exploring with the school other avenues of support including possible initiatives such as a new Scripture Union group and/or running a prayer space.
- Facilitate the upskilling of our volunteers, families and wider church family.
- Encourage our congregation's ongoing support of our young peoples' development.



Main Duties

- Create and develop an implementation strategy to achieve the wider outcomes of the project.
- Build relationships with young people in our church and organisations, our volunteers, and others in the local community such as head teachers, youth workers and local leaders.
- Meet with the Minister for line management and prayer.
- Report to the Youth Development Project Management Team.
- Participate in the Up & Coming Team (who provide strategic oversight of youth work), reporting on progress and contributing to strategic discussions.
- To play an active and full part in the annual Team Report submission to Presbytery.
- Attend other meetings as required, e.g. Sunday School Leaders' Meeting.
- Use various communication channels for the youth development work in an appropriate manner.
- Work with relevant individuals to ensure the proper recruitment of volunteers for project work.
- Work within the church Safeguarding policies and ensure standards are held to the highest level

Additional Duties

- To communicate information and vision to the Presbytery for the work at least half yearly.
- To contribute fully to the appraisal process



Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

As well as having a passion for working with young people, an awareness of current issues affecting young people, the successful candidate will have:

- An awareness of the current issues affecting young people and a gift for communicating with them in a relevant way
- Experience of delivering Christian education programmes, leading groups of young people and volunteers
- Excellent interpersonal skills in working with a wide range of people including church volunteers, parents, schoolteachers, local leaders and other Christian workers
- Experience of starting projects and delivering to completion
- Excellent time and priority management skills
- Ability to produce meaningful reports and presentation
- Qualified to degree level or similar or accredited training in a relevant discipline, or similar, or significant, relevant and recent work experience in this area
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training

It is also desirable, however not essential that the successful candidate will have:

- Experience of working within the Scottish curriculum and secondary school environment
- Awareness of or experience with engaging youth with additional support needs
- Experience of managing social media
- Ability to lead worship in a youth or wider context.
- Experience of training others

Applications will be assessed in respect of the above criteria.

Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

Current Pension Contributions

Employee Contribution	Employer Contribution
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

Terms and Conditions

- Salary is based on the MDS scale of £28,815 - £32,575 per annum. This is the full-time salary scale.
- This is a full time post and normal hours of work will be 37.5 hours per week, the nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day, including evening and weekend work.
- Fixed term for 3 years.
- The post is based at Brightons Parish Church.
- There are five weeks paid leave (187.5 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (225 hours) annual paid leave
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVC Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

Informal enquiries can be made to Rev Scott Burton, Tel: 07739838754, Email: scott.burton@churchofscotland.org.uk or Mr Jason Glass (chair of interview panel), Tel: 07519140780, Email: jasonglass@talktalk.net

Interviews are scheduled to take place on Saturday 28th September 2024

How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description (key objectives and main duties) and the person specification. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**