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**Role Description**

**Job Title: 11-18s Youth Worker**

**Location:** Mitcham Lane Baptist Church, 230 Mitcham Lane, Streatham, London. SW16 6NT

**Accountable to:** Pastor

**Working hours:** 12.5 hours per week, with the possibility to increase hours as the ministry grows, and we are open to some flex around school holidays. Alternatively, this role could be combined with the part time 0-11s Children’s Worker post also being advertised.

**Salary:** Up to £30,000 pro rata according to skills and experience, plus pension contribution, with a six month probationary period.

**Annual Leave:** 25 days + 8 Public Holidays pro rata. You may be expected to work on Easter and Christmas Day alongside certain church events as agreed with the Pastor and Leadership Team.

**Safeguarding:** An enhanced DBS disclosure is required plus the expectation of participating in the BU Safeguarding for Excellence Training and Diversity and Inclusion Training as required.

Mitcham Lane Baptist Church *(MLBC)* is a friendly, informal, multi-cultural church, based in Furzedown, Southwest London. It is made up of Christian believers from a wide variety of backgrounds, who are united in **Loving God, Loving People and Loving Life**.

We are surrounded by several Primary Schools and a sought-after Secondary School with Sixth Form College. We believe this puts us in a great locality to increasingly build good links with local children and young people, but we need someone who is not afraid of a blank canvas and who can motivate and inspire us as we start a new chapter at MLBC.

In order that you can fulfil the requirements of this post, it is essential that you are a practicing Christian and worship regularly with us at Mitcham Lane Baptist Church.

**Job Summary:**

Working with others to enable all young people aged 11-18, and their parents/ carers, in Furzedown, to hear the good news of Jesus and become disciples.

**Key Duties:**

*We recognise fulfilling the following will be dependent on the actual time contracted and that it will be necessary to agree priorities and the phased introduction of responsibilities, growing as we journey together over time.*

**1. Programmes**:  
*You will lead by example, taking a significant role in the pioneering, development and delivery of the 11 - 18s youth work and ministry programme. You will:*

* Ensure the youth work and ministry programme provides young people with a dynamic and authentic expression of faith.
* Ensure all youth meetings and events are well planned, engaging, creative, and well-promoted.
* Take an ‘up-front’ role in leading 11-18s youth sessions and events to include some form of discipleship provision such as Sunday evening youth meeting. This will involve presenting and speaking, powerfully articulating the life-changing Christian message of hope and love.
* Develop a new mid-week programme that engages and meets the needs of local young people.
* Play an active role in our on-going partnership with Furzedown Youth Centre. This may include, but is not limited to, lunch time drop ins, detached youth work and open youth club nights.
* Play an active part in the monthly all-age/Messy Church services.
* Build effective relationships with local secondary schools in Furzedown as, and when, necessary including but not limited to leading assemblies and facilitating season events.

**2. Leadership and strategy:**

*Good youth work and ministry doesn’t happen by chance. It requires prayerful strategy, teamwork, planning, co-ordination and excellent communication. You will:*

* Work with others to develop the youth work and ministry strategy and plan, working closely with stakeholders (young people, volunteer youth workers, parents/ carers, Pastor and the Leadership Team).
* Grow and lead the core team of volunteer youth workers, developing their skills and enabling them to become effective leaders/ co-ordinators of teams.
* Pray regularly for young people and volunteer youth workers and enable others to do the same.
* Be responsible for and manage the youth ministry budget, income, and expenditure, ensuring ethical stewardship of finances, resources and use of buildings.
* Update the Leadership Team and Church Members Meeting with regular information.
* Ensure that all work complies with Health & Safety and Safeguarding policies and procedures, including Risk Assessments and hygiene cleaning of equipment/ resources/ etc

**3. Volunteers**

*We neither expect nor want you to do this role on your own. You will:*

* Grow, support, train and celebrate a healthy team of volunteers, ensuring they feel a valued part of our church and the youth ministry.
* Proactively recruit suitable volunteer youth workers from within the church community
* Work with the Safeguarding Team, in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures, to ensure all safer recruitment principles are followed for all volunteer youth workers, including reference and Disclosure and Barring Service (DBS)-checks.
* Co-ordinate the effective and safe deployment of volunteer youth workers, ensuring adequate adult/ child ratios are maintained at all times.

**4. Pastoral Support**

*Whilst dynamic and well-led youth programmes provide an essential context for youth work and ministry, it is the quality of appropriate relationship between youth worker and young person that is often the most life changing. You will:*

* Lead by example in delivering relational youth work and ministry, developing appropriate relationships with young people.
* Provide 1:1 pastoral support for individual young people in need of extra encouragement, support, or intervention, whilst working at all times in accordance with our *Safeguarding Children, Young People and Adults at Risk* policy and procedures.
* Maintain up-to-date information about specialist counselling and other support agencies, and signpost/ refer young people as appropriate.

**5. General duties**

*To undertake any other duties that may reasonably be required of this post holder, as directed by the Pastor, such as:*

* Attend and participate in staff meetings, including times of prayer.
* Participate in/ receive line management.
* Participate in ongoing training and ministry development.
* Occasionally attend and participate in Leadership Team meetings, as required.

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**Person Specification**

**Job Title: 11-18s Youth Worker**

We know people don’t come in boxes and we recognise that it is impossible to hold every skill and talent, but we thought it would help you to know what kind of person we think would thrive in this role at Mitcham Lane Baptist Church. As you read, it might be that only some of the characteristics fit you. However, we would still love to hear from you if this role excites and inspires you!

**Essential:**

**Skills and Experience**

* A committed Christian with a desire to grow and share their own faith.
* Willingness to play an active part in the life of Mitcham Lane Baptist Church
* Proven track record of working effectively with 11-18s.
* Experience of starting new initiatives.
* Experience of leading, coordinating and developing volunteers.
* A dynamic and effective communicator, especially with young people.
* Good personal organisational skills, with the ability to manage own workload and work both within a team and independently.
* Ability to connect with young people and families in both Christian and secular contexts.

**Knowledge**

* A clear understanding of the needs and development of young people aged 11-18 and their families.
* Safeguarding – good knowledge of current procedures and practice.
* Good understanding of the pressures and challenges that young people face today, particularly living in a muti cultural, urban setting.

**Qualifications**

* Level 3 or above qualification.

**Other**

* Satisfactory DBS clearance.
* Good sense of humour.
* A willingness to adopt a flexible working pattern including regular evening and weekend work.

**Desirable:**

**Skills & Experience**

* Understanding of Baptist Church life and member of a Baptist church.
* Effective use of social media to promote activities and build community.
* A musical or creative personality.
* Experience of training or coaching others.
* Experience of being a Designated Person for Safeguarding (or Deputy).
* Ability to organise, facilitate and encourage young people to attend events and residential youth trips.

**Knowledge**

* Specialist knowledge of any of the related fields to youth work; e.g. alcohol and drug education; teenage pregnancy; counselling etc.

**Qualifications**

* Relevant qualification or accreditation in youth work or theology.

**Other**

* Hold a full UK driving licence.
* Have experience of driving a minibus.

There is a Genuine Occupational Requirement in accordance with the Equality Acts 2010 for the post-holder to have a vibrant and active Christian faith. This post is exempt from the Rehabilitation of Offenders Acts 1974 and is subject to a DBS check prior to an offer of employment being made.

**If you would like any further information or a conversation regarding this role**

**please contact our Pastor, Gemma, on 020 8677 5376 or via admin@mlbc.org.uk**