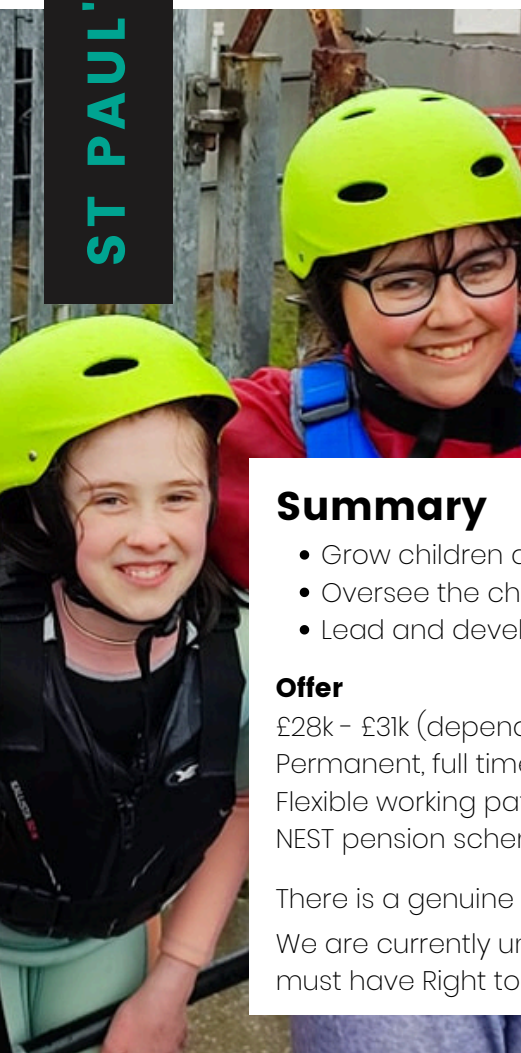


Children and Youth Team Leader



To apply, please fill in the application form available at www.stpaulsirelandwood.org/vacancies
 Deadline for applications is Monday 9th June, with interviews planned for Wednesday 18th June.
 For an informal conversation contact the Vicar via mark.harlow@stpaulsirelandwood.org



Summary

- Grow children and young people's faith in Jesus.
- Oversee the children and youth work managing other staff/interns who work in this area.
- Lead and develop a wonderful team of volunteers.

Offer

£28k - £31k (depending on experience)

Permanent, full time - 37.5 hours

Flexible working patterns or part time can be discussed (see page 4 for more details).

NEST pension scheme to which the church will make 3% (4% gross) contribution

There is a genuine occupational requirement for the holder of this post to be a Christian.

We are currently unable to sponsor candidates without Right to Work in the UK. Candidates must have Right to Work in the UK to take up this role.

Who we are

St. Paul's Ireland Wood is a growing church in North Leeds and is seeking a passionate person to join our team and shape the development of our children and youth ministry. Under the vision of becoming a "Growing community, Shaped by Jesus", St. Paul's has experienced significant growth and has become an integral part of the local community. With a strong focus on connecting community and discipling children and young people, this position is crucial to fulfil the church's calling.

St. Paul's has grown to a church of over 200, a third of whom are children and young people. Over the past couple of years we have seen the numbers of children and young people double, through new families becoming part of the church and local outreach efforts. St Paul's activities include Sunday services with formal and informal worship, midweek after-school youth drop-ins, and various community-based initiatives like a toddler group, food bank, and outreach events. We also see exciting opportunities for missional engagement with local primary and secondary schools. St. Paul's is looking to welcome someone who can lead and shape the vibrant growth and impact of our children and youth ministry.

JOB DESCRIPTION

We want someone who will lead by example, supporting and equipping our fantastic volunteer team, shaping our children and youth work within the vision of the wider church. Building on the relationships and connections already in place, you will be helping local children and young people discover the transforming love and grace of Jesus through church, community and schools work.

We believe this is an exciting role for someone keen to contribute to a growing church. We have a well established group of children and young people, a team of volunteers with a range of experience and significant opportunities to pioneer new initiatives with the prayerful and practical support of the wider church community and an experienced staff team. We're excited about the possibility of seeing someone lead the growth of our current children and youth work, and joining with us as we play a resourcing role in the diocese of Leeds.



MAIN DUTIES AND RESPONSIBILITIES

Duties will vary from week to week, but responsibilities will include the following:

:

1. Oversee all areas of mission and ministry for children and youth (0-18 year olds) within the church and local community, including holding the overall vision and strategy.
2. Line-manage any children and youth staff, currently the Youth worker (currently on maternity leave) and potential of an Intern.
3. Lead the team of about 30 volunteers who work with children and youth.
4. Engage with local schools and build on existing relationships.
5. To oversee the children and youth budget.
6. Work with clergy and other leaders to provide pastoral care for young people/parents/carers associated with the youth and children ministry.
7. Prioritise the safeguarding and safety of children in all aspects of ministry following Church of England policies and procedures.
8. To undertake any other duties that may reasonably be requested by the Vicar.

Professional Development

The post-holder will be supported in professional development through management supervision; team meetings; courses and training as appropriate. On-going support through a work mentor is available.



Duties and Responsibilities

Here is a more detailed set of duties and responsibilities to give a clearer idea of what is expected of the role.

General Duties:

- To work with the Vicar, PCC and 0-18s team in growing, shaping and reviewing the St Paul's vision and strategy for reaching children and young people in our local community and helping them grow as followers of Jesus.
- To oversee and work collaboratively with the Children's and Youth Team, building a sense of ownership, teamwork. Supporting the team in their serving, development and leadership. Effectively recruiting, inducting and training new members to the team. There are currently about 30 people who serve as part of the children and youth team.
- To oversee a range of different activities and projects for children and young people. Existing activities include Tots, Youth Drop In (School Years 5-7 and 8-11), Sunday Kids and Youth groups, support for children and youth at Warm Welcome, occasional events, school visits, and a Youth residential.
- To communicate effectively with parents, carers and the wider church about the work with children and young people.
- Use Churchsuite to maintain accurate records of children and young people who participate in youth activities.

Schools' Work

- To oversee existing work with schools, including occasional assemblies, visits and lessons in 2 Primary Schools and a regular intervention group in the local Secondary School.
- To further develop links and work with our local schools to develop regular involvement, liaising with the schools directly, in partnership with the clergy.
- To work alongside our mission partner, LFIS (Leeds Faith in Schools), particularly on work in our local Secondary School.

Safeguarding

- To oversee the Children's and Youth Ministry in a way that follows National Safeguarding Guidelines.
- To respond effectively and appropriately to any safeguarding concerns, as they arise, following the safeguarding protocol with support from Diocese, Parish Safeguarding Officer and Clergy where appropriate.
- To build and maintain consistent appropriate relationships with children and young people.

Our Church culture

We believe that prayer and our relationship with Jesus is fundamental to St Paul's achieving its mission of a "Growing Community, Shaped by Jesus". As a staff member you are expected to:

- Attend meetings involving prayer and worship
- Be committed to our Vision and Values and to be actively working and living in accordance with our Christian beliefs. (<https://www.stpaulsirelandwood.org/about>)
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship.
- Live out Christian values as you represent St Paul's externally to community partners and organisations, schools, other churches and the wider Diocese.

Person Specification

The following list outlines the qualities we believe would help someone thrive in this role. While we don't expect you to possess all of them, it should give you a sense of the leader we're seeking.

Key Skills

- We understand candidates may have more experience in either children or youth work, but we seek someone capable of leading teams across both areas.
- Leadership experience and skills with the ability to manage a team, delegate and work with volunteer leaders. Able to identify and encourage skills and abilities in volunteers empowering them to serve well.
- Clear and effective communicator with people of varying ages and in particular children, young people and parents.
- Ability to communicate faith in Jesus and to enable children and young people to grow as disciples of Jesus.
- Awareness of the development needs and important issues relating to these age groups including accessibility and additional needs.
- Experience of leading all-age worship and confidence in leading from the front at a service or gathering.
- Ability to engage in mission within the local community.
- Ability to come up with creative ideas for engaging with children and young people.
- Developed organisational skills; with the ability to work using own initiative when required, as well as to work with a supportive and collaborative team.
- Good pastoral skills and ability to relate sensitively to a wide range of different people.
- Relevant qualification e.g. Youth or Children's work/ministry, Social Care or Teaching. (Desirable)
- Resilient and positive when facing challenges, with a strong problem-solving mindset.
- Ability to troubleshoot in high pressure situations.
- Understanding of Safeguarding and able to complete an enhanced DBS check.
- Computer literate and able to engage with new technologies.
- Ability to work in sympathy with the aims, ethos and authority of the Church of England.

Personal attributes:

- A vibrant faith and love of Jesus which candidates are excited about sharing and developing
- Reliable and Trustworthy
- Flexibility
- Willingness to receive feedback and seek to learn from it
- Honesty and integrity
- Self-awareness of strengths and weaknesses
- Ability to deal sensitively with confidential information





KEY TERMS

Contract

Permanent

Probationary Period

There is a 6 month probationary period.

Start Date

As soon as available.

Office

An office space will be provided within St Paul's Church with equipment including a laptop. Working from home is acceptable at certain times by agreement.

Hours and pattern of work

37.5 hours per week.

Our standard work week runs from Sunday to Thursday, but we recognize the need for flexibility, including evening and weekend work. We are open to discussions about working arrangements, such as working four longer days or taking additional unpaid weeks to assist with childcare during school holidays. The ability to manage and communicate working hours effectively is essential. For the right candidate, we are also willing to consider reduced hours, part-time options, or a job share arrangement.

Holidays

5 weeks holiday a year plus usual bank holidays.

Remuneration

£28k-£31k per annum depending on experience. We review pay with inflation annually and have a pay scale which may offer pay progression with increased experience and good performance. Enrolment on NEST pension scheme to which the church will make 3% (4% gross) contribution

GOR - St Paul's Church Ireland Wood is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory DBS check and the offer of post is subject to this requirement being fulfilled and all references and checks being satisfactory.

There is a genuine occupational requirement for the holder of this post to be a Christian. We are currently unable to sponsor candidates without Right to Work in the UK. Candidates must have Right to Work in the UK to take up this role.

