

Children's & youth worker Person Spec Draft Two (18.04.20)

Essential Qualifications

Please note that Gorse Hill Baptist Church cannot consider any applicant who does not meet all three of the following qualifications in some way:

- 1) A Bachelor's Degree in Youth Work or a related discipline from a recognised institution
OR
Three years Full Time Equivalent Experience in Youth work preferably with a focus on the 11-18 year old age range, with English & Maths to RQF L2 (Grade C or 4 at GCSE, or Equivalent) and a good standard of computer literacy
- 2) An ability to demonstrate by personal testimony and written reference a commitment to the Christian Faith and a willingness to play an active role within Gorse Hill Baptist Church.
- 3) A willingness to submit to an enhanced background check via the Disclosure & Barring Service

Competencies & Behaviours

Candidates who meet the above essential qualifications will be required to demonstrate in their application, and at any subsequent interview as determined by Gorse Hill Baptist Church, the following competencies & behaviours:

- 1) Relating to and engaging with Children & Young People
- 2) Developing & delivering an Appropriate Curriculum
- 3) Caring appropriately for Pastoral Needs
- 4) Communication & working in Partnership
- 5) Reliability, Integrity & appropriate Confidentiality
- 6) Developing & delivering through others

Essential Criteria for Competencies & Behaviours

- A substantial understanding of how to engage a wide range of Children & Young People in spiritual and pastoral content
- An understanding of appropriate material to deliver, and methods to deliver it, to build and develop children & Young Peoples' understanding of the Christian Faith as well as wider spiritual and pastoral matters.
- An understanding of how to develop new and existing Christian ministries to Children and Young People, engaging them and their families
- Understands how to deliver Pastoral Care to Children and Young People
- Has an awareness and respect for the principles of Safeguarding and Data Protection in the context of Pastoral Care for Children & Young People, with experience of handling confidential information.
- Demonstrates an understanding of how to work within the GHBC setting
- Able to Communicate clearly both personally and across all forms of media; confident in engaging with others in new and familiar situations
- Demonstrates a flexible and committed approach to work
- Experience of Mentoring & Role Modelling to others to benefit their development
- Delegates to and empowers others appropriately and with confidence

Desirable Criteria for Competencies & Behaviours:

- Experience in the Administration of Youth Work, to include safeguarding, data protection, health & safety and pastoral care matters
- Experience in engaging with internal and external stakeholders, particularly in an outreach context.
- Can demonstrate experience in engaging Children & Young People in spiritual and pastoral content in an evangelical Christian setting
- Experience in identifying and applying for external funding
- Can demonstrate experience in facilitating Children & Young People to have their say in matters that affect them and encouraging them to take ownership in them
- Demonstrates a good understanding of current Safeguarding best practice, with reference to material published online by the Baptist Union of Great Britain
- Demonstrates a good understanding of current Data Protection legislation
- Can demonstrate experience of responsibility for handling valuable resources such as stock, petty cash and small discretionary budgets
- Demonstrates significant experience of coaching others to achieve their full potential
- Is open to new ideas/ seeks innovation while ensuring service delivery on time and within budget
- Demonstrates a solid understanding of the principles of coaching others and developing personal development plans for them
- An appreciation and understanding of cross cultural ways of working
- Experience of developing detailed curriculums of learning & development for Children and Young People in spiritual and pastoral matters, independently and/ or in conjunction with others e.g. church pastor
- Demonstrates significant experience in delivering pastoral care to Children and Young People, in particular 11-18 year olds