



Youth Worker Outline Job Description

Fairfield Church
Windsor Close
Northwood Hills
HA6 1PD

recruitment@fairfield-church.org.uk
<http://www.fairfield-church.org.uk>

March 2019

This is a full-time role in the staff team and the Youth Worker, as an integral member of the Fairfield staff team, will work with the Senior Pastor and the other paid staff to cover any church-related tasks that need to be done during the week. The Youth Worker will be expected to meet with the Senior Pastor individually most weeks and with the Staff Team most weeks, and to commit to attend other church meetings and prayer meetings regularly.

Vision & Mission of Fairfield and details of Church leadership model, history, etc will be shared with potential candidates

The Purpose of the Youth Worker role:

To take the lead in ensuring that the church is fulfilling its vision in all aspects for all those associated with the church who are under the age of 21.

This will include:-

- a) Teaching and nurturing young people in their journey of discipleship, helping them to discern and use their gifts in ministry to one another and the wider church
- b) Overseeing the calendar of youth activities across the year and, with others, organising the major Youth projects term by term
- c) The Youth Worker will become trained in and will work to our 'Safeguarding' policies across the church.
- d) Be the primary point of pastoral care for young people, liaising with others responsible for the pastoral care ministry of the church
- e) Leading the Children & Youth Ministry area and reporting on this ministry to Church leadership
- f) Ensuring that the wide range of Fairfield youth activities are staffed well (Sunday morning groups and during the week)
- g) The Youth Worker will also work closely with the Under 12s Children's Coordinator with regards to all youth matters and will agree together who should lead on any individual specific issues.
- h) Direct leadership and most hands-on youth activity for this role will be with the 11+ age group and these currently consist of:
 - a. Regular leading/teaching of Sunday youth activities during second part of our Sunday worship service (Ultra Cru & Vision groups)
 - b. Regular leading/teaching on Thursday evening Cru-cell (11-31s) or Vision cell (14-18) - each happens every other week
 - c. Maintaining contact with those who are away at university
 - d. One to one meetings and discipling of young people
 - e. Regular leading/participating in Friday evening youth and childrens games nights, Launchpad and TFT (each happens every other week)

- f. Some infrequent but regular schools work with Hillside Junior School and with Haydon Secondary School.
- g. Social events for young people including half-term outings, Christmas & Summer events, occasional sleep-overs, visits to other groups such as Soul Survivor, summer camp or festival trips
- h. Outreach/evangelism with young people.

Note - the current scope of the role may change in the future based upon ideas from the new Youth Worker.

Scope of Role

Our current Youth & Communities Pastor also has responsibility for our engagement with the local community. We would be pleased to appoint a more senior Youth Worker to cover that broader Youth and Communities role if it was mutually agreed.

Our current Youth and Communities Pastor is also on our Ministry Leadership Team which is the body that leads our Church. It is not automatic that someone appointed as Youth Worker would immediately be appointed to MLT as well.

Qualifications, skills and gifts

Essential	Desirable
A mature Christian demonstrating a consistent personal devotional life	
Experience of working with teenagers in a church or Christian setting	2-3 years in a youth work role
Sound theological basis and Bible knowledge	Theological training
Mission focus – interested in local and international mission	Previous experience in local or international mission
Evidence of organisational skills including administration, planning, presenting and time management. Experience of MS Office tools	IT skills, proficient in MS tools, Mac OS, database and web design & management Experience of other IT tools and technology in a church/Christian setting (eg ProPresenter or equivalent)
Hard working, flexible and creative	
Experience of current social media technology	Expert user and contributor in such technologies
Evidence of ability to relate well and build rapport with people of all ages especially the young people (and also their parents!)	Experience of schools work
Evidence of good communication and people skills	
A team player – equally able to lead a team and collaborate as an equal	
Recognised ability to be able to recruit, train, develop and lead a team of volunteers	
Communities / Outreach experience if relevant	
Experience of community/ outreach events	Experience of working with non-church/Christian groups on external events (eg Fairfield are involved in a Big Lunch and other events with the Residents Association)
	Sharing a lead in organising such events

	Experience of bringing a church team together to support these events
Experience of schools work (desirable for a Youth Worker but seen as essential if the position has responsibility for community/ outreach)	
Ability to understand and engage effectively with a range of Community Organisations including both other churches and non-Church groups.	Some work experience in a non-Church context

Hours of Work

Roles like this cannot easily be measured by the hour but the church strongly affirms the need for all of its staff to have rest and recreation.

- A lot of the Youth Worker's role requires working evenings and weekends.
- Currently Thursday evenings, Friday evenings and most of Sunday are very busy times for our Youth Pastor.
- We would expect the Youth Worker to be available all of these Thursday & Friday evenings in school term times (except if sick or on booked vacation) and most Sundays (we anticipate 44 out of 52 Sundays will be at Fairfield or on Fairfield events such as Christian Youth festivals).
- The Youth Worker will work about 40 hours a week on average.
- The Youth Worker will have five weeks holiday per year plus public holidays or allowance for them.
- The Youth Worker shall have two days off per week (one usually being a Monday or Tuesday) and the second which will be Saturday unless Saturday work is required when it will be another time in the week.

Terms & Conditions

It is an occupational requirement that the post holder is an evangelical Christian under part 1 of schedule 9 to the Equality Act 2010.

It is expected that the post holder will regularly worship at Fairfield Church and will be a fully participating member in the life of the church and in agreement with the vision and values of Fairfield Church.

Employed by: Trustees of Fairfield Church

Responsible to: Senior Pastor

Key Relationships: Senior Pastor, Ministry Leadership Team, Office Staff, Pastoral Care Workers, Church Family especially the parents and guardians representing the young people

Start of Contract: From September 2019 (could be from June 2019)

Length of Contract: Fixed term contract for an initial 3 year period. Subject to a six month probationary period, with reviews at three months and six months and then annually.

Salary: This is expected to be in the region of £22,000 - £25,000 according to experience. Accommodation is available very near the church building and if appropriate this may be built in to the package offered.
