** Youth Worker Person Specification**

**Competencies**:

1. **Fostering Teamwork**

As a team member, the ability and desire to work co-operatively with others on a team; as a team leader, the ability to encourage and grow volunteers and getting others to work together co-operatively.

2. **Pastoral Experience**

Experience in successfully dealing with a wide range of pastoral situations.

3. **Managing Performance**

Taking responsibility for one’s own and one’s team’s performance by setting clear goals and expectations, tracking progress against the goals, ensuring feedback and addressing performance problems and issues promptly.

4. **Attention to Communication**

Ensuring excellent communication with the young people, their parents, other leaders and church members. Being technically competent in the use of the computerised communication and information packages that the Church uses

5. **Building Collaborative Relationships**

The ability to develop, maintain and strengthen relationships with the young people, parents and leaders from inside and outside the Church and from a wide variety of backgrounds and ethnicities, as well as with Christians from other churches.

6. **Forward Thinking**

Anticipating the implications and consequences of situations and taking appropriate action to be prepared for possible contingencies.

7. **Stress Management**

The ability to keep functioning effectively when under pressure and maintain self-control in the face of hostility or provocation.

8. **Initiative**

Identifying what needs to be done and doing it before being asked to or required by the situation. Being sensitive to involving colleagues as appropriate in difficult pastoral situations.

9. **Thoroughness**

Ensuring that work and information is complete and accurate; that events are carefully planned; encouraging others to fulfil their agreements and commitments.