

Youth Pastor Job Description

Role Title:	Youth Pastor
Role Overview:	<p>We are seeking a Youth Pastor to lead, grow and develop our ministry to young people in the 11-18 age group.</p> <p>Youth ministry is a priority at St Andrew's. Our DNA, our heart, has for the past 40 years included a passion for young people meeting Jesus and growing as his disciples. We enjoy multi-generational worship and community, and we love the way that our young people not only flourish in their dedicated groups, but also take part in the broader life of the church through serving and leading in church.</p> <p>We are in an amazing location for youth work, with 7 schools within walking distance of the church, and connections with youth ministry in other churches across the vibrant city of Oxford.</p>
Purpose:	<p>To prayerfully lead the young people in the 11-18 age group in the way of Jesus, integrating them within the life of the church and equipping them for understanding, living, and articulating their Christian faith and reaching out to their friends.</p> <p>To recruit, train, deploy and support volunteer youth leaders so that young lives will be transformed by Jesus, and our volunteer youth leaders will flourish and grow in faith as they serve.</p> <p>To continue to develop a framework of supporting families of young people.</p>
Location:	St Andrew's Church, Linton Road, Oxford
Responsible to:	The Vicar, or senior staff member, as line manager
Core responsibilities:	<ul style="list-style-type: none"> • Planning and running the Pathfinder programme (for the 11-14 age group) and the SAYGO programme (for the 15-18 age group). This includes larger group meetings on Sundays as well as midweek small groups and occasional community building or outreach events, weekends away and social events. The youth pastor will develop and oversee a coherent teaching programme across the whole age range. We aim to provide a full range of suitable activities in term time and over the summer weeks and other holidays. Currently this includes an after school drop in, social activities, weekends away, periodic "Alpha" courses and two vibrant worship bands. Other groups and activities could be added eg sports, drama, and local or overseas mission initiatives • Providing pastoral care and welfare support for young people in the youth ministry and those on the fringes of the church, through appropriate means, including one-to-one mentoring and small group discipleship.

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	<ul style="list-style-type: none"> • Recruiting, training and supporting suitable volunteer helpers. This will include approving and appraising volunteers according to the church's Safeguarding Policy and building up the team through time spent together. • Supporting young people as they transition to university or employment; there is potential to broaden the ministry to include young adults. • Support, facilitate and foster a culture of outreach and a heart of mission with the young people. • Communicating effectively to young people and parents, including administering and monitoring social media networking groups for our young people. • Supervising and taking responsibility for the appropriate training of placement workers and any staff appointed to support the work of the post. • Supporting and where appropriate leading or developing leadership of the local secondary school Christian Union. • Liaising closely with the Oxford Schools Chaplaincy worker, the Cutteslowe team, local schools, churches and community groups, to ensure effective integration of St Andrew's youth work with the wider community.
<p>General responsibilities</p>	<p>You will be:</p> <ul style="list-style-type: none"> • An active worshipper and disciple of Jesus at St Andrew's Church, part of the Church of England. • A member of the staff team who participates in staff prayers, weekly team meetings and monthly church prayer meetings. • A staff member who graciously participates in and contributes to regular supervision, line management and working group meetings (the PCC Youth Working group exists to encourage and support the Youth Pastor as they develop the vision for the ministry together). • A shaper of safeguarding culture under the vicar and parish safeguarding officer. • A willing participant in the in-house training provided by the church and keen to pursue any other appropriate personal and professional development. • Willing to undertake any other duties that may be reasonably required.
<p>Benefits</p>	<ul style="list-style-type: none"> • This post is full time (37 hours). There is the potential for part time working (0.8FTE depending on skills and availability) and a job share would be considered. • For the full time post normal working hours will be 5 days a week, including Sundays (hours on a Sunday 9am – noon & 5pm – 10pm). Working hours will be flexible to include 3 - 4 evenings per week (including Sundays) with occasional Saturday work. Where work is required on additional evenings or Saturdays, suitable time off in lieu will be agreed for the working weeks affected. • £34,000 - £40,000 (dependent on qualifications and experience). • The church will contribute 10% of gross salary into a pension. • Annual leave - 25 days per annum plus 8 statutory bank holidays (or time in lieu). • This post will be a permanent contract, the first 6 months of which forms a probationary period, after which 3 months' notice is required on either side.

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Personal Specification

	Essential	Desirable	Evidenced by
Knowledge & Experience:	Experience in youth work (professional or voluntary) Ability to recruit, train and manage a team of staff or volunteers	Experience of managing and training a team of staff or volunteers	Application form and interview
Qualifications:	Educated to degree level or qualification in a relevant area (eg. youth work, Biblical studies) or qualified by experience		Application forms, certificates
Technical Proficiency:	IT literate, including word processing and emails Good organisational and administrative skills	Excellent knowledge and use of social media Ability to manage the budget for the youth ministry	Application form and interview
Youth work Skills:	Excellent communication skills, being able to relate well to young people and their parents, as well as representatives of local schools, community groups and other churches Ability to think strategically about the teaching programme and related activities, providing and creating resources for volunteer leaders to use Experience and understanding of UK youth culture, as well as a love of the Bible and understanding of theology that enables you to communicate the Gospel effectively to young people Understanding of appropriate boundaries and safeguarding in youth work		Application form and interview
Personal Attributes / Character:	A Christian with a firm faith, able to recommend Christ from personal experience of His grace (there is a genuine occupational requirement for the postholder to hold a Christian faith). You will be committed to growing in your faith and will be able		Application form and interview

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	<p>to organise your time to include space for both personal prayer and corporate worship</p> <p>Proactive, resourceful and with a sense of fun; flexible, happy to undertake routine work where necessary, and reliable in all that you do</p> <p>You will be willing to be a committed member of St Andrew's and play a full part in church life</p>		
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