

Role Overview

We are looking for an energetic and proactive individual with a passion for young people's ministry to join our Ministry Team. The Ministry Team consists of the Team Rector who leads the Team, two Team Vicars, three Assistant Priests, a Lay Reader, Church Wardens Two Pastoral Assistants and Church Administrator.

We hope to appoint someone with a vibrant Christian faith who can articulate the good news of the Gospel in an engaging and accessible way to young people, within the church, our schools and in the broader community, and who can nurture people in their faith.

Job Title	Youth Worker and Schools Chaplain
Salary	£21,000 - £25,000 per annum, (dependent on skills and experience) per annum
Place of work	Churches and schools in the Witney Benefice and home (working remotely for the time being)
Hours	Flexible 37 hours a week to include Sunday Morning and some evening sessions, as agreed with the Rector. Holiday: 4 week plus statutory days. Compressed hours will be possible. Working and holiday arrangements will be agreed at the start of the appointment. You are usually expected to work on Christmas Day, Good Friday, Easter Sunday and at certain church events as agreed with the Rector. Time off in lieu will be given.
Contract	Fixed term (until 31 August 2023 with possibility of extension)
Reporting to	The Rector
Direct reports	To the Witney and Minster Lovell PCCs, via the Ministry Team

About the Benefice of Witney

We are an inclusive church embracing a hospitable Christianity. Our vision is that we are called to be a community of mercy and kindness. The Benefice consists of five Church of England churches, some large and some small, serving the town of Witney and the villages round about. The largest of our churches and the main centre for our civic ministry is part of the *Greater Churches Network*.

We are strongly committed to engagement with young people in our Benefice and to the expansion and deepening of this engagement. We have recently brought into being a Benefice Youth Council which meets regularly and reports to the Rector and Witney PCC. We have an established group for young people, the Young Disciples. We have outstanding links with many of the primary schools and a secondary school in the Benefice. This new post will give us the capacity to enhance and extend what we already offer to the schools of the Benefice and to build up further our provision for the young people of our churches.

We treasure being a Eucharistic community with a commitment to Morning and Evening Prayer. Our styles of worship vary across our churches by embracing the eclectic and traditional while maintaining our sacramental focus, and our treasuring of the Eucharist. During the pandemic, most of our worship has been live, online and we expect some form of this to continue.

Job Description

The role offers opportunities for strategic leadership, community networking, youth project delivery and capacity building.

The Benefice fully supports the *Five Cultural Shifts* needed for the better performance of ministry with children, young people and family's ministry identified by the [Disciples Together Diocese of Oxford Report](#). This Report should inform the work of the successful candidate

The role has three complementary and mutually reinforcing main areas of responsibility

1. Youth Work Strategic Lead

The Benefice is keen to create a sustainable action plan for its youth work. Key activities include:

- Taking primary responsibility for the effective coordination and creative development of all our youth work.
- Creating a strategy for youth outreach
- Identifying and working with key stakeholders to design and deliver a range of projects that support the spiritual well-being of local young people. Stakeholders include young worshippers and parents in our churches; local school and community leaders; local youth workers; Churches Together in Witney; the Mission and Ministry Department of the Diocese of Oxford; Witney Benefice Ministry Team; and Witney Benefice PCC
- Training, mentoring, and supporting youth volunteers
- Enabling and empowering a team of youth workers including ministers and laity to deliver a sustainable youth ministry programme
- Strengthening, and deepening existing links with local schools and youth organisations and building new connections
- Identifying and creating resources for others to use in their work with young people and families
- Playing an active role in the Ministry Team looking for ways to integrate youth and schools work with other strategic priorities
- Co-ordinate an effective social media strategy to build relationships, engage with youth, promote project activities, and share success stories with the press.

2. Schools Chaplain

The Chaplain's role is to supervise the Benefice's ministry and mission to schools. Key areas include:

- Liaising with school leaders to identify areas in which the church can support young people
- Organising and contributing to the Benefice's Collective Worship sessions in schools and championing the Contemplative Toolkit
- Offering / arranging pastoral support for young people, with a focus on the transition stage between primary and secondary school, that is, Years 6-8

3. Church Youth Worker

- Engaging and enthusing young worshippers in our churches
- Helping to develop youth involvement in our normal Sunday gatherings
- Developing and contributing appropriate worship and teaching sessions in our churches
- Overseeing the recruitment, training, mentoring, and resourcing of volunteers involved in our youth work.
- Planning and delivering with a team of others, one-off youth-orientated events, and activities.
- Overseeing the creative development of groups such as Young Disciples and meetings for young people outside of church services
- Praying regularly with and for the young people

Person Specification

Essential Capabilities and Experience/knowledge

- A practising and prayerful Christian with a passion for young people's ministry
- Self-starter with energy, enthusiasm, and creativity
- An ability to articulate the good news of the Gospel in an engaging and accessible way to young people and their families, both within the church and in the broader community
- Pastoral expertise appropriate to Christian youth work
- Ability to build sustainable relationships with stakeholder organisations
- Developing and delivering engaging sessions and talks
- Works well within a Team
- Effective use of Social Media and IT

Desirable Capabilities and Experience/Knowledge

- Experience of Christian youth work
- Experience of a Eucharistic community or a willingness to engage
- Experienced in working within Safeguarding frameworks
- Ability to develop creative resources for young people
- Experience and knowledge of schools and how they operate
- Good literacy and numeracy skills
- Tertiary level education, degree or vocational
- First aid certificate (or willingness to obtain one)

Other Information

You must have the right to live and work in the UK.

The Witney Benefice is an equal opportunities employer and encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, marital status, or pregnancy and maternity. The Benefice, through one of its churches is a member of the [Inclusive Churches Network](#)

It is an occupational requirement that the role Holder be a committed Christian in accordance with Part 1 of schedule 9 of the Equality Act 2020 and appointment will be subject to an enhanced DBS check

The successful candidate will be supported in their role through regular supervisions with the Rector or their nominated deputy and will be encouraged to access the relevant resources available from the Diocese

The post holder will carry out their responsibilities with the utmost respect for the protection of children and young people in accordance with the [Benefice's Safeguarding Policy](#). There will be a requirement that the successful candidate successfully completes required training.

We will acknowledge receipt of all applications by email. However, we regret that we will only be able to communicate further with, and give feedback to, short-listed applicants.

How to apply

If candidates would like to know more about the post, please contact The Rev'd Canon Toby Wright rector@witneyparish.org.uk

Please complete the [Online Application Form](#) which asks for contact details and for you to briefly answer three questions (maximum of 1000 words in total for all three answers):

1. Please share an example of when you have worked alongside young people. What skills did you use to ensure success?
2. Witney Benefice is called to be a community of mercy and kindness. Please tell us about how you approach working with young people to ensure they feel included, supported, and heard.
3. In this role you will be working as part of the Witney Benefice team but will also need to work well on your own. You will need to use your experience and initiative to develop our youth work programme. Can you share an example of how you have developed a youth project?

Please forward a CV to office@witneyparish.org.uk. No letter of application is required.

- The closing date for applications is noon on Monday 10th May 2021.
- Shortlisted candidates will be informed by Wednesday 12th May 2021.

Interviews take place on Monday 17th May 2021. The selection process will consist of an interview and task. Candidates will be asked to respond to the [Disciples Together Diocese of Oxford Report](#).