



JOB PACK

CHILDREN AND YOUNGER YOUTH  
WORKER



**ST LUKE'S**  
BLACKBURN

## About St Luke's

St Luke's is an Anglican parish church in the Bank Top area of Blackburn. The church has been revitalized as part of a church plant in 2021 and is rapidly growing into a thriving youth resource church.

Our vision is for St Luke's to be: -

- A **thriving multi-generational church**, empowering people of all ages to reach and disciple emerging generations from amongst those who have little or no existing contact with the Christian faith.
- An **equipping Church** providing new vision and resources for churches across Blackburn Diocese to reach and disciple young people.
- A **multiplier church** with an established network of church planters across east Lancashire.

Jason and Rachel Gardner were invited by the Diocese of Blackburn to plant St Luke's with a focus on reaching young people with the good news of Jesus. The church was supported by the Church of England's Strategic Development Fund (SDF) as part of the 'Lighting Up New Generations' project. This project has ambitious goals to grow, plant more churches and support the Diocese vision of developing 'Healthy Churches, Transforming Communities' across Lancashire.

St Luke's church building has undergone significant renovation and a new church hall has been built to support the ambitious work that is planned. Working closely with the wider Diocese of Blackburn and the local schools we aim to bring a new chapter to St Luke's and the local community.

Blackburn is a town with a population of around 5,900. It is known for its history of entrepreneurs and experienced rapid growth during the 19th century cotton industry however, in recent years the level of deprivation has increased. Our aim is to rekindle the flames of the historic entrepreneurism, reaching out to young people of all backgrounds in a challenging urban area and grow the level of ambition for Blackburn. The surrounding area of Lancashire is a wonderful place to live and work, it offers an amazing contrast of remote countryside with brightly lit coastal towns and elegant university cities.

St Luke's is an enthusiastic, fast paced, professional, and fun working environment where we seek to encourage and offer compassion in everything we do. There is huge variety in the activities we undertake and we look to be innovative and creative in our mission approach. We are looking for ambitious, faith-filled, enthusiastic individuals to join us on our journey and be part of St Luke's staff team.

**Is God calling you to join us on our journey to transform lives in Blackburn?**

# Children and Younger Youth Worker – Job Description

## Role purpose

The Children and Younger Youth Worker will oversee and manage programmes to disciple children and young people in their Christian faith journey. The main focus is the transition phase from primary school to high school, working with children aged 8 to 13. The role will work with children who already have an understanding of the Christian faith as well as leading mission to unchurched/non-Christian young people.

## Role profile

**Job title:** Children and Younger Youth Worker

**Reports to:** Youth Ministry Lead

**Location:** St Luke's Church, Bank Top, Blackburn, BB2 1TA

**DBS:** An Enhanced DBS check is required for this role

**Diversity:** St Luke's believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic backgrounds

**Special conditions of employment:** There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.

**Salary:** £26,000 per annum (£15,600 per annum pro-rata for 24 hours)

**Working days/hours:** 24 hours per week (hours worked are to be agreed with the church leader but will include some weekend/evening work, flexibility will be required).

**Annual leave:** 25 days per annum plus bank holidays (pro-rata), leave should be agreed in advance with the church leader.

**Probation period:** The role will be subject to completion of a satisfactory 6-month probationary period, with the first review at 3-months.

**Safeguarding:** St Luke's church is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All post holders and volunteers are expected to share this commitment and undertake the Diocesan Safeguarding training course.

**Pension:** A pension scheme will be available.

**Pre-employment checks:** Appointment to the role will be subject to receipt of two satisfactory references, eligibility to work in the UK and completion of an occupational health check/survey.

## Key responsibilities

### General:

1. Support and encourage children to grow in their faith, and understand what it means to be a disciple of Jesus Christ.

2. Working with the Youth Ministry Lead, develop activities to support children and young people aged 8 to 13 in their faith journey during the transition phase from primary school to high school.
3. Actively engage in the prayer life and ministry of St Luke's Church especially in relation to working with children and families.
4. Work with the Diocesan Children's Advisor to provide training, resources and support to children's and families workers across the Diocese of Blackburn.
5. Adhere to the administrative requirements of the team e.g keeping records for monitoring key programme metrics, managing budget requirements, ensuring safeguarding of young people and vulnerable adults, and operating within HR processes.

#### Children and families outreach and ministry:

1. Recruit and manage the children's work volunteer team and supply them with resources to deliver children's work at St Luke's both at the Sunday gatherings and at other children's/youth events.
2. Organise and run initiatives for parents/carers aimed at equipping them to support their children with their faith within the home environment.
3. Develop the partnerships with Primary Schools to build links between school families and St Luke's. Implement innovative approaches to growing faith in children aged 8 to 11 which will support them towards confirmation and enable them to take an active role in the Sunday gatherings.
4. Support the Youth Ministry Lead in the delivery of children's and youth programmes enabling St Luke's to achieve its missional goals.

## Person specification

Criteria	Essential/Desirable	How this will be assessed
<b>Training and qualifications</b>		
Educated to degree level or equivalent work experience	Essential	Application
Experience of working with children and families	Essential	Application
<b>Skills and competencies</b>		
Innovative with the ability to adapt approaches to missional children's and families work	Essential	Application and interview
Ability to use Microsoft Office applications including word, excel, outlook and powerpoint	Essential	Application
Ability to develop strategies and programmes that enable 8 to 13 year olds to explore, own and deepen their faith	Essential	Interview

Criteria	Essential/Desirable	How this will be assessed
Proven track record of planning, developing and implementing children's activities including keeping records to monitor progress against key church programme milestones	Essential	Application and interview
Ability to maintain confidentiality and sensitivity of personal information including knowledge of DBS and young people/vulnerable adults protection requirements	Essential	Application and interview
Demonstrated ability to lead schools work including supporting with the teaching of the curriculum where appropriate	Desirable	Application and interview
Ability to manage budgets within constraints and ensure budget systems are maintained	Desirable	Application and interview
<b>Personal attributes</b>		
Interpersonal skills and emotional intelligence to deal with children and families in a variety of situations	Essential	Application and interview
Ability to lead and motivate others and comfortable working with a wide-range of people	Essential	Application and interview
Hardworking and self-motivated with an ability to use initiative to make things happen	Essential	Application and interview
An active Christian faith	Essential	Application and interview

## How to apply

**Thank you** so much for taking the time to read about our vacancy. The team at St Luke's really hope you are now planning to apply to join them.

To apply for this role, please **complete our application form** and send this, with a **covering letter explaining why you have applied and what skills and experience you will bring** to the role to Jason Gardner ([jason@welcometoslukes.org](mailto:jason@welcometoslukes.org)).

The deadline for applications is 4<sup>th</sup> September with interviews planned for week commencing 18<sup>th</sup> September.

If you would like an informal conversation about this role or the work at St Luke's, please contact Jason on 07816 775916 or [jason@welcometoslukes.org](mailto:jason@welcometoslukes.org).