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**Pioneer Emerging Generations Worker**

**(ages 13 - 25)**

This post is part of a partnership initiative between St. Cuthbert’s Church and the URC Northern Synod working with Northgate URC.

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| **Job Profile** | |
| **Hours** | 35 p/w |
| **Salary** | £26,800 for a suitable candidate |
| **Annual Leave** | 31 days (including 8 statutory holidays). |
| **Pension** | Opt in salary sacrifice pension of 7% with URC contribution of 16% |
| **Term** | Initial 2 year contract with funding for 5 years available |
| **Probation Period** | 6 months |
| **Key Relationships** | Priest in Charge, Pioneer Priest, URC Northern Synod Youth Advisor, Designated Northgate URC Elder, Community Music Director, Schools (teachers, parents and pupils), ecumenical church partnerships, Darlington Borough Council Town Centre team. |

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| **Job Summary** |
| St Cuthbert’s, Darlington and Northgate URC are working together to employ a Pioneer Emerging Generations Worker to work in the town centre of Darlington, developing thriving ministries geared toward young people, attracting and discipling new believers, as well as working within a new mission team. They will be responsible for developing youth outreach activities and events, and engaging young people in the life of the churches. |

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| **Key Duties and Responsibilities** |
| The Pioneer Emerging Generations Worker will:   * Engage in detached youth work, meeting and engaging with young people throughout the town centre. * Build new links, develop relationships and be a Christian presence in local secondary schools and colleges, starting with Polam Hall school and St. Aidan’s Academy. These will form the basis for future outreach work. * Develop pioneer mission activities to engage new young people and young adults. * Develop small groups for young people to meet, explore and develop faith through courses like Youth Alpha. * Support young people and young adults in their faith through establishing discipleship pathways. * Recruit, using safer recruitment guidelines, and support a team of volunteers in providing youth work, providing them with opportunities for appropriate training. * Co-ordinate cross church Town centre youth gatherings and ministries. * Identify and develop the gifts and talents of the young people and volunteers, and encourage active participation in church life, including services led by young people. * Design and deliver worship and social justice events and activities. * Work with the Community Choir Director on music-based activities in secondary schools, and on the preparation and launch of new all age congregations. * Provide pastoral care for young people. * Build authentic relationships across the community and ecumenically within the youth context, spotting gaps in provision that could enable evangelistic opportunities. * Be an enthusiastic and natural evangelist, a clear and effective communicator, and be a creative enabler of mission. * Participate in relevant training and be open to opportunities for personal development. |
| *The main duties and responsibilities of your post are listed here, however changes may occur over time. You will be consulted about any changes to your job description before it is changed.* |

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| **With reference to St Cuthbert’s church** |
| * Be part of the staff team at the church meeting regularly for mutual support and working together * Work closely with and support the Pioneer Mission Priest and the Community Music Director in their outreach activities. |

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| **With reference to URC Northern Synod** |
| * Be a member of the Synod Children and Youth staff team participating in agreed Synod activity * Work closely with the elders at Northgate URC in supporting mission work with young people. |

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| **Background** |
| This post is part of a new initiative to put young people at the heart of the mission of the town centre churches in Darlington. Neither of the two churches in the partnership have significant numbers of young people and this initiative seeks to explore what mission to the emerging generations will look like.  There are lots of opportunities – from young people hanging around the Church Hall, to the Council Town Centre team wanting to include us in their events, to local schools with no current Christian presence. Both Polam Hall school and St. Aidan’s Academy (both within a short distance of the town centre) have expressed interest in more connections and involvement from local churches. These will provide an excellent starting point for beginning the work.  St. Cuthbert’s Church is undertaking a revitalisation of its building as a thriving centre for worship, mission and culture at the heart of Darlington. As part of this revitalisation, the church building will be transformed into a space fit for modern worship and mission, including a café within the church. St. Cuthbert’s has a rich history of choral Eucharistic worship – we want to build from this to develop a mixed ecology of church. You would join the staff team at St. Cuthbert’s at an exciting time as the church seeks to open a new chapter in its history. You would be part of a small supportive church staff team, all working towards this vision.  On a similar vein Northgate URC is undertaking a revitalisation of its premises to make them more accessible to the local community. A committed team of elders are keen to invest in mission to young people recognising the need for new ways to connect with young people in the town. You would be part of a team of pioneer workers based locally but working together to deliver a Synod strategy across the Synod. Each post is specific to the local area with the intention of sharing that learning with others in the Northern Synod.  Both churches recognise that the outcome of this post may not have a direct impact on attendance at current Sunday services but realise that new engagement will be required to effectively disciple those with whom we build relationships  We want this post to be accessible to as many people as possible and we want to communicate the importance of learning and personal development. Therefore, there is the opportunity to combine this post with studying Community Youth Work/Mission and Ministry (Youth) at CYM (Nottingham) or Cliff College (Sheffield). If applicants want to pursue this opportunity, please make this known on the application form.    The Priest-in-Charge at St. Cuthbert’s, Rev’d James Harvey joined St. Cuthbert’s in April 2021 and has been developing plans to revitalise St. Cuthbert’s since. He is also Priest-in-Charge at Holy Trinity Church in Darlington. The lead Northgate URC member is Meg Thomson who has been a member for many years and has worked with young people throughout her career. |

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| **Person Specification** | | | |
| The table below also identifies how the criteria will be assessed. Please ensure that you demonstrateand evidence, as a minimum, the ‘A’ criteria on your application form. | | | |
| **A Application Form**  **I Interview**  **A & I Application Form & Interview** | | | |
| **Qualifications, education and experience** | | | |
| 1 | Relevant educational qualification at FE/HE or post grad level. | Desirable | A |
| 2 | Previous experience of working with and leading young people | Essential | A & I |
| 3 | Experience of building and led volunteer teams | Essential | A |
| 4 | Experience of building relationships through detached youth work/outreach | Desirable | A |
| 5 | Working in schools experience | Desirable | A |
| 6 | Experience of working with a wide range of demographics, including diversity of age and race, socio-economic background, and educational experience. | Essential | A |
| **Character and gifting** | | | |
| 7 | Due to the nature of working in a specifically church leadership context, the post holder must be a full member of a church belonging to Churches Together in Britain and Ireland or the Evangelical Alliance. This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010. | Essential | A & I |
| 8 | Creative and pioneering – including helping young people with no church connection to explore the Christian faith in creative and relevant ways. | Essential | A & I |
| 9 | Engaging, dynamic and fun | Essential | A |
| **Knowledge, Skills and Aptitudes** | | | |
| 10 | Good knowledge of current trends and best practice in regard to urban youth ministry. | Desirable | A & I |
| 11 | Good knowledge of safeguarding procedures | Essential | A & I |
| 12 | Excellent communicator. Can enthuse and motivate. | Essential | A & I |
| 13 | Confident in leading small groups of young people and enabling their faith to develop | Essential | A & I |
| 14 | Strong time management skills with the ability to adapt to a challenging workload. | Essential | A |
| 15 | Self-aware, honest and open | Essential | A & I |
| 16 | Ability to organize and lead events | Desirable | A |
| 17 | Basic financial understanding, social media skills and technologically savvy. | Desirable | A |
| 18 | Motivated self-starter with a flexible attitude, demonstrating enthusiasm, resilience and tenacity. | Essential | A & I |
| 19 | Knowledge and understanding of music or ability to play | Desirable | A |
| **Personal attributes** | | | |
| 20 | Able to work flexible day, weekend and evening hours. | Essential | A |
| 21 | Access to own transport, to support travel across the Region. | Desirable | A |

**Additional Information:** An enhanced DBS disclosure is required for this post. The successful applicant must be able to provide evidence of their eligibility to legally work in the UK prior to appointment.