

# Job Description



<b>Title of the position:</b>	<b>Thrive Youth Worker</b>
<b>Location:</b>	Oxford
<b>Hours:</b>	Full time (including some evening and weekend work)
<b>Salary:</b>	£22,000-£24,400 depending on qualifications and experience
<b>Specific Occupational Requirement (SOR):</b>	This role has a SOR to be filled by a Christian under the provisions of the Equality Act (2010)

---

## Purpose of the role

Thrive teams develop young people to bring hope and lasting change to disadvantaged communities. The role of the youth worker is to pioneer, develop and sustain work with young people that helps them to realise their potential, contributing to individual and community transformation.

## Ethos

As part of the core team of staff and volunteers, the youth worker will live in the area where they work, and will adopt our partner church in that community as their church. We ask that all staff commit long term to the role to build meaningful relationships and be effective in bringing transformation in the lives of young people and their communities.

---

## Responsibilities

### Youth work

- Build relationships with local young people and their families
- Carry out detached youth work in the community
- Identify the needs of local young people, develop activities which address these needs, and help young people to develop emotional, behavioural, relational and leadership skills
- Carry out one-to-one and/or group mentoring
- Be available (within reason) for first contact in crisis situations
- Contribute towards the monitoring and evaluation of the team's activities
- Support the team leader in the recruitment and support of volunteers
- Exemplary compliance with Safeguarding policy and practice
- Pursue your own growth and development (as agreed in your personal development plan)
- Be involved in team fundraising activities
- Contribute to administrative tasks in the office



# Job Description



## Outreach and discipleship (in partnership with the church)

- Develop creative and relevant ways to help young people explore Christian faith
- Help young people to grow in faith that changes their lives and impacts those around them
- Work in partnership with the church leadership and volunteers to engage and support young people and their families
- Maintain positive relationships with other local churches
- Play a full and active role in weekly staff prayers, training and other team-wide activities
- Play a full and active role in the partner church

## Person specification

You have...

### Education and experience

#### Essential

- Experience of working with young people in a range of contexts (detached, resilience building, mission and discipleship)
- Helped young people to improve their emotional, behavioural and relational skills
- Experience of discipling young people

#### Desirable

- Relevant qualifications/degree in youth work and/or theology (or equivalent qualification e.g. social work)
- Experience of working with young people from a disadvantaged background
- Qualifications/training in safeguarding

### Knowledge and understanding

#### Essential

- Knowledge and understanding of the needs of disadvantaged young people and the barriers to them reaching their potential
- An understanding of discipling and/or mentoring young people
- Knowledge and understanding of the Bible and how to apply it in the context of disadvantaged young people

#### Desirable

- Knowledge of local youth work provision and churches
- Understanding of reflective practice in youth work



# Job Description



## Skills and abilities

### Essential

- Ability to plan, deliver and facilitate engaging and effective sessions with young people
- A strong listener and communicator, excellent at building and maintaining relationships
- Admin & IT skills (report writing, emails, database)
- Ability to work in a team, dealing constructively with conflict

### Desirable

- Ability to work with a team of volunteers

## Personal attributes

### You are...

#### Essential

- A committed and growing Christian, passionate about seeing young people develop in every area of life
- Committed to Thrive's vision and ethos, and able to commit long term to the work
- Someone with good organisational skills, and able to set priorities and deliver to deadlines
- Someone with initiative and able to develop initiatives in pursuit of change
- Resilient when working with challenging young people
- Committed to your own personal and professional development

#### Desirable

- A car owner with a full driving licence

#### Notes:

This Job Description is not exhaustive and changes may be required as the organisation develops. Changes to this job description will be carried out in consultation with the holder of the post.

**Safeguarding young people:** Innovista is committed to safeguarding the welfare of young people and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received. The successful candidate for this post will be asked to apply for a Disclosure at the enhanced level. Further information about the Disclosure scheme can be found at <https://www.gov.uk/dbs>.

**Confidentiality:** Any information relating to people contacted by the charity acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff. Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members or with the line manager.

**Privacy:** We value your privacy. We promise to keep your details safe and will never sell them. Need extra reassurance? Read our full privacy policy online ([thriveteams.org/privacy](http://thriveteams.org/privacy)). You can change how you hear from us at any time – just email [hello@thriveteams.org](mailto:hello@thriveteams.org) or call 01865 788350.

