



ST. JOHN THE BAPTIST, KIRKHEATON &
ST. BARTHOLOMEW'S, GRANGE MOOR

*Worshipping Jesus
Following Jesus
Sharing Jesus*

KIRKHEATON PARISH CHILDREN'S AND YOUTH PASTOR: PERSON SPECIFICATION

Attributes	Essential	Desirable	Method of Assessment
Education and Training	1. A good standard of written English (GCSE English Language or equivalent).	1. A nationally recognised qualification in children/youth work at degree or equivalent level.	Application documentation.
Experience	1. Active member of a Christian church with a personal living faith in the Lord Jesus Christ. * Given the nature and context of the work, it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland, in order to fulfil the main purpose of the post. (This post is therefore exempt under Schedule 9 of the Equality Act 2010.) 2. Experience of leading or co-ordinating activities for children/youth. 3. Experience of working within a children/youth team. 4. Experience of leading and nurturing teams of volunteers.	1. Experience of working as part of a staff team. 2. Experience of working in a local church context. 3. Experience and understanding of Fresh Expressions of Church and pioneer ministry.	Application documentation and interview.
Knowledge and Skills	1. A clear understanding of children and young people's development and the principles of children's and youth work at different stages, including discipleship. 2. Working knowledge of and commitment to safeguarding, and to promoting the safety and welfare of all. 3. Skills in working directly with children and young people. 4. Literate in IT, including use of social media, word processing and spreadsheets.	1. Specific gift(s) or interest(s) that might be a focus for attracting children/youth/young families.	Application documentation, interview.

Attributes	Essential	Desirable	Method of Assessment
Knowledge and Skills (continued)	<ol style="list-style-type: none"> 5. Good communication and people skills, in order to connect well with children and young people and with their parents/carers, to hopefully draw them further into the church family. 6. An ability to communicate with church members, to inform them of developments in children's and youth work. 7. The confidence to take the initiative to ask for help and advice when needed. 		
Qualities	<ol style="list-style-type: none"> 1. Able to speak with sincerity about the Christian faith in an informed, effective and missional way. 2. Having a genuine desire and enthusiasm for leading children and young people into a relationship with Jesus. 3. Able to set and work to goals without direct supervision. 4. Able to relate effectively with a wide range of people (i.e. children, young people and adults alike). 5. Able to identify, encourage and develop new volunteers. 6. Able to communicate clearly, both verbally and in writing. 7. Able to motivate self and others and to manage use of time efficiently and effectively. 8. Able to manage administrative tasks and rotas effectively, and communicate these in good time to volunteers. 9. Able to initiate and develop quality projects, and adapt to changing priorities and circumstances. 10. Able to present a strong Christian role model, including a total abstinence from the use of illegal drugs and the excessive use of alcohol. 	<ol style="list-style-type: none"> 1. Able to work in a range of social and cultural contexts. 	Application documentation, interview.
Other	<ol style="list-style-type: none"> 1. Satisfactory Enhanced DBS disclosure. 2. Commitment to engage in professional and spiritual development. 3. Have access to appropriate transport for travel within the area. 		Application documentation and interview.