



# Frimley Baptist Church

## PERSON SPECIFICATION

**Job Title:** Youth Ministry Lead

*\* Desirable*

*\* Essential*

Please demonstrate in your application, using examples where possible, that you have the ability to meet the following criteria essential to this post.

Selection Criteria	*E	*D	Method of Assessment
<b>Experience (with evidence)</b>			
i) A track record of working with young people aged 11-18 in a Christian setting.	✓		A/I
ii) Helped young people to explore sound Biblical principles in creative and relevant ways.	✓		A/I/M
iii) Discipled young people in their Christian walk and helped nurture and develop their faith.	✓		A/I
iv) Worked with young people with varying levels of behaviour and / or learning difficulties.	✓		A/I
v) Organised and led youth events, trips, and outings.		✓	A/I
<b>Knowledge</b>			
i) Familiarity with Health and Safety issues in relation to working with young people and of ensuring these risks are managed and mitigated through risk assessments.	✓		A/I
ii) Demonstrable awareness of the needs and issues affecting young people today such as mental health pressures, social media, and online risks and bullying.	✓		A/I
iii) Recognise the importance of Safeguarding and ensure good practice and record keeping when working with volunteers, church staff, and professional/statutory agencies.	✓		A/I
iv) An understanding of the importance of GDPR in relation to the workplace and the information associated with those under the care of the youth team.		✓	A/I
v) Experience of managing a budget, financial planning and keeping good records.		✓	A/I

A = Application Form

I = Interview

M = Meeting with youth

Selection Criteria	*E	*D	Method of Assessment
<b>Skills and Abilities</b>  i) Able to lead young people to maturity emotionally, relationally, and spiritually.  ii) Able to work as part of a team and on your own initiative with various levels of supervision, including managing and empowering a team of volunteers.  iii) Self-motivated and able to organise yourself to manage your workload efficiently.  iv) Able to establish healthy and productive relationships with young people to motivate and lead them.  v) Good verbal and written skills to communicate effectively with young people, adults one-to-one, and to larger groups through presentations, emails, the leading of meetings, and through the use of social media.  vi) Able to plan and deliver exciting and enjoyable youth activities, and utilise the resources of the Church, local community and schools in imaginative and creative ways.  vii) Have operated as part of a church leadership team.  viii) Computer skills to use a variety of 'standard' packages effectively	✓  ✓  ✓  ✓  ✓  ✓	✓       ✓	A/I  A/I  A/I  A/I/M  A/I/M  A/I/M  A/I  A/I
<b>Education</b>  i) Relevant qualification in youth work, theology or equivalent, or relevant experience.  ii) Willingness to undertake First Aid training  iii) Willingness to undertake Baptist Union Safeguarding Training to Level 3 at the earliest practicable opportunity if appointed	✓  ✓  ✓		A/I  A/I  A/I
<b>Other Requirements</b>  i) An established and committed Christian in agreement with the Church's statement of faith and the Baptist Declaration of Principle.  ii) Have been baptised (by immersion) as a believer.  iii) Able to work evenings and weekends regularly as a key part of the role.  iv) Agree to have an Enhanced DBS check (with barring)  v) Willing to occasionally lead youth content within services.	✓   ✓  ✓	✓  ✓  ✓	A/I  A/I  A/I  A/I  A/I

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