

Job Description

Job title: Youth Development Manager (England & Wales)

Work Location: Home based with minimum 24 days per annum at the Witney office

Who We Are

Open Doors is a Christian charity that is looking to recruit active, practising Christians to help meet the growing needs of the persecuted church worldwide. Hostility, violence and abuse of Christians around the globe is on the increase. Open Doors works in over 70 countries to ensure that those facing such persecution are not forgotten but can stand strong to serve their communities and give life.

Job Summary

This role will be primarily serving young people and youth groups across England and Wales. Developing and delivering Open Doors Youth content and resources, you will inspire and mobilise young people and youth leaders to take action on behalf of persecuted Christians.

Building on the existing relationships formed, you will be the primary link for youth leaders in these nations to connect with Open Doors and so effective relationship building will be essential as you build a network of passionate supporters, investing in their connection with the persecuted church as well as their discipleship formation.

You will work closely with the Youth Team led by the Head of Youth Development, with a focus on our developing our digital channels including social media. In addition to this you will also work with the Church Relationship Managers across England and Wales to strategically support their ongoing work in these nations.

Primary Working Relationships

Reporting to the Head of Youth Development, you will have key relationships with:

- Youth Development Manager (Ireland & Scotland)
- Youth Content Manager
- Young Adult Mobiliser
- Strategic Opportunities Lead
- Church Relationship Managers across UK and Ireland, especially in England & Wales
- Digital Marketing Manager

Hours

Full time hours are 37.5 hours per week. Usually between 8:00am to 6:00pm Monday to Friday, with a minimum of 24 days based in the Open Doors office in Witney. This position requires flexibility around evenings and weekends to ensure availability to serve Youth Groups, Churches, conferences and events for which TOIL (time off in lieu) will be given.

Responsibilities and requirements

A) Strategy & Leadership:

- Contribute to the strategic development of the Open Doors Youth (ODY) Vision as part of the Youth Development Team.
- Contribute to the wider SR directorate priorities and development to ensure Open Doors Youth is fully integrated with Open Doors UK & Ireland strategy.
- As part of the wider Youth Team strategy, lead the youth team relationships in England & Wales

B) Management & Planning:

- Coordinate with the youth team to maximise influence and resource an increase in speaking requests.
- Maintain knowledge and understanding of youth culture and peer organisations, to feed into strategy, planning and initiatives.
- Participate in summer festival presence and responsibility for some logistics including prepping and briefing stand teams, organising content delivery and volunteer recruitment.

C) Influence & Activity:

- Represent Open Doors within various environments from local to national level.
- Manage a case load of relationships across England and Wales with Youth Leaders, key influencers and shapers.
- Public speaking at youth groups/events, churches, conferences.
- Develop opportunities to deliver outcomes through relationships and partnerships.
- Lead ODY trips to the field (recruitment, follow up, input in orientations, etc.).

D) Creativity:

- Take responsibility for the implementation of youth digital engagement strategy.
- Lead on social media content creation, collaborations and appropriate use of trends to maximise influence and connection with our primary youth audience.
- Contribute to the development of youth resources that raise awareness and inspire activism on behalf of persecuted Christians and that fuel the faith foundations and formation of an 11-18 year-old target audience.

E) Wider Team:

- Regular communication with the Strategic Engagement, and Strategic Relations teams.

F) General:

- To undertake any other tasks as required by the line manager.
- Attend and contribute to devotions.

Applying your Christian faith to this role

Because of the essential Christian context in which the role will be performed, the role is subject to an occupational requirement under the Equality Act that the post-holder be a practising Christian. Each working day will involve collective prayer and worship, together with shared reflections on the work of Jesus Christ. All employees at Open Doors are expected to actively participate in this shared time and employees take it in turns to lead the act of collective worship.

There will be many ways you will be able to apply your Christian faith and the outworking of your faith to the context of Open Doors. The list below gives some of the expectations of this role but is not exhaustive or intended to limit you:

- contributing to and leading daily devotions (this can be for the whole team or just smaller, departmental groups).
- participating in retreats, days of prayer and fasting, etc.
- committing to private prayer for the work associated with this role, e.g., volunteers, closest colleagues.
- working in such a way so as to reflect biblical principles of leadership and service.
- applying biblical principles of godly stewardship to operational responsibilities.
- to be open and obedient to God's voice and direction in relation to any strategic matter and to always seek His will above all else.
- openness to the prompting of the Holy Spirit in making decisions or communications.

Limits of Authority

To operate within the ethos and aims of Open Doors, adhering to budget parameters, security guidelines and the Open Doors confidentiality agreement.

Key Attributes

The following represent key attributes we are looking for in the successful candidate:

Calling

- Committed Christian who is completely in sympathy with the calling and mission of Open Doors

Character

- Teachable, humble, approachable and able to maintain confidentiality.
- Able to work under pressure, flexible and adaptable to get the job done.
- Self-starter with positive and proactive outlook and approach to dealing with obstacles.
- Confident and mature approach to taking responsibility with and for others.
- Excellent interpersonal skills and ability to deal with a wide cross section of people.

Culture

- Leadership – leading by example, servant hearted, empowering & respecting others.
- Impact – committed to get the job done for the direct benefit of the persecuted church.
- Focus – able to stay on task and achieve outcomes within agreed time frames.
- Team – relational fit, able to work with and for others, to step in and step up when needed.
- Flexibility – willingness to travel, work evenings/weekends to effectively connect with our audience.
- Presentation – maintain standard of clean, tidy, modest and professional appearance.

Competence

- 5 GCSEs or equivalent.
- Ability to work towards a vision as a competent and enthusiastic member of a team.
- Proven ability to think strategically, set priorities and achieve goals.
- Current experience and knowledge of youth culture.
- Confident and creative in using a range of social media platforms and scheduling applications.
- Creative communication skills using a variety of platforms and mediums to engage others.
- Knowledge of cross-denominational environments and cultural sensitivities.
- Ability to work independently, problem solve and be innovative.
- Confident in use of Word, Excel, PowerPoint, Microsoft Teams and outlook applications & databases.
- Strong personal workflow and time management prioritisation skills.
- Ability to be creative and be willing to try new approaches.
- Experience of working in a youth-related role, preferable in a Christian context.

It is desirable for candidates to have the following:

- A youth work degree or equivalent

Enhanced disclosure information will be requested from the DBS in the event of a successful application.



Our Statement of Faith

Open Doors is an evangelical Christian ministry.

Our Trinitarian faith is enshrined and expressed in the historic creeds of the church:

We believe in God the Father Almighty, Maker of heaven and earth;

and in Jesus Christ His only Son, our Lord,

who was conceived of the Holy Spirit;

born of the Virgin Mary;

suffered under Pontius Pilate;

was crucified, died and was buried.

He descended into hell,

the third day He rose again from the dead;

He ascended into heaven, and sits at the right hand of God the Father Almighty,

from where He will come to judge the living and the dead.

We believe in the Holy Spirit;

the holy Christian Church;

the communion of saints;

the forgiveness of sins;

the resurrection of the body;

and the life everlasting.