

Job Title	Youth Development Worker
Reports to	Head of Children and Youth Support
Team	Children and Youth Team
Department	Children and Youth
Location	Working across multiple sites in Hackney & Islington, and with the Children and Youth team based at Causton Street, Pimlico
Contract type	0.8
Job Grade	F

Job Purpose	The Youth Development Worker (YDW) is a crucial and exciting role that aims to support youth mission and ministry in churches across the Stepney episcopal area, with an immediate focus on supporting around 22 churches from both evangelical and Anglo-Catholic traditions involved in our five new Youth Minister initiatives across Hackney and Islington deaneries.
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About the London Diocese Fund (LDF) and the Diocese of London	The Diocese of London is the group of Church of England organisations located in North London. It comprises of c400 parishes north of the River Thames and within the M25 motorway, and also includes, schools, chaplaincies, missional communities, and other organisations.
	The LDF is the employment body and the central team that serves and supports the Diocese of London.

Our Mission, Values, Ambitions and Priorities	<p>Mission: <i>For every Londoner to encounter the love of God in Christ.</i></p> <p>Ambitions: <i>Confident Disciples, Compassionate Communities, Creative Growth.</i></p> <p>Priorities: <i>Growing Younger, Safer Churches, Striving for Racial Justice - to reach every Londoner, we need to reflect the diversity of our city and be a welcoming, safe place.</i></p>
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Equality, Diversity, and Inclusion Statement	The Diocese of London is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community. We are aware that those of Global Majority Heritage/United Kingdom Minority Ethnic (GMH/UKME), women, and disabled people are currently under-represented among our clergy and workforce, and we particularly encourage applications from those in these groups with the relevant skills and experience that will increase this representation.
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Job Scope

Direct and indirect reports	None
Budget responsibilities	Oversight of the youth budget in partnership with the HIP Programme Manager
Revenue responsibilities	None
Key Relationships	<ul style="list-style-type: none">• Stepney Area Team• Children and Youth Team• Minster Leads & Youth Apprentices• Stepney Clergy• Children's and Youthwork Volunteers

Job Responsibilities

- Work intensively with parishes to develop their offer using the parish development pathway. With immediate focus on supporting around 22 churches involved in our five new Youth Minsters
 - Leads and support Youth Minster initiatives across Hackney and Islington deaneries, including working to achieve missional impact and financial sustainability by 2030
 - Lead implementation of Diocese Growing Younger Strategy in The Stepney Area.
 - Oversight of the youth budget in partnership with the Programme Manager (shared oversight)
 - To develop partnerships with Tower Hamlets youth projects
 - Contribute to a positive safeguarding and racial justice culture
 - Supporting the coordination of Area-wide events for young people in partnership with Minsters.
 - Connect with the Area staff team and lead in supporting them in culture change to show Growing Younger as priority – reporting on progress of youth projects in Stepney
 - Develop, facilitate and/or provide Area level training for volunteers.
 - Develop and improve existing connections with both Church and Non-Church schools, especially with School Chaplains, to ensure that these links are understood and utilized by local churches.
 - Connect the resources of the central team with parishes. Especially promoting the learning platform and the Apprenticeship Programme
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Qualifications, experience, knowledge, skills, and other requirements	Person Specification		
	Criteria	Essential	Desirable
	<i>Education and experience</i>		
	Experience in paid role in Children's or Youth Ministry.		X
	Experience in coaching and or training.	X	
	Youth Ministry in an Urban Context		X
	Experience supporting others to deliver youth ministry	X	
	Relevant safeguarding experience.	X	
	<i>Knowledge and skills</i>		
	Youth or children's work qualification.		X
Great interpersonal skills.	X		
Good communications skills	X		
Project management	X		
<i>Other requirements</i>			
Satisfactory Disclosure and Barring Service check	X		
Practicing Christian, committed to upholding the values and mission of the Church of England	X		

Person Specification – Competencies and Behaviours	
Focus on Self	Recognises impact of own behaviour and emotions on self and adjusts accordingly
	Respects and represents the organisation in an honest, ethical, and professional way and helps others to understand their obligations to reflect expected standards of behaviour
	Recognises, respects and responds to differences in culture, style and viewpoint
	Listens to, acknowledges and is responsive to diversity of experiences, perspectives, values, and beliefs
Focus on Others	Tailors communication to the audience and clearly explains complex concepts and arguments to create shared understanding; Creates opportunities for others to contribute to discussion and debate, and avoids dominating discussions
	Builds and uses connections with colleagues, communities and partners within and outside the LDF; fosters cooperation across workgroups
	Influences others with a fair and considered approach and sound arguments based on facts, knowledge, and experience, in order to achieve agreement and consensus
	Proactively contributes to a positive team spirit; engages with others to share information and solve issues and problems jointly
Focus on Team	Seeks opportunities for ongoing development; contributes to identifying team training and development needs
	Takes a systematic risk management approach to safeguarding for area of responsibility and takes action(s) to improve

Person Specification – Competencies and Behaviours	
Focus on Service	Provides service appropriately and responsively to the needs of people; confirms satisfaction with services and addresses or escalates complaints
	Understands individual role and team/unit service delivery objectives and aligns activities accordingly Initiates and develops goals and plans and uses feedback to inform future planning; accommodates and responds with initiative to changing service priorities and operating environments
	Gives appropriate rationale for adopted solutions in line with organisational strategy
Aligns with strategy	Utilises understanding of LDF strategic direction and focus; supports the achievement of team goals that align with strategic objectives
	Researches and analyses information and makes recommendations based on relevant evidence Identifies issues that may hinder completion of tasks and finds appropriate solutions

Note: The precise duties and responsibilities of any job may be expected to change over time. Job holders should be consulted over any proposed changes to this job description before implementation.

Please sign below to acknowledge your understanding and acceptance of the job description.

Signatures

Employee Name	Signature	Date
Manager Name	Signature	Date