

Youth Catalyst Project: Youth Ministry Traineeship

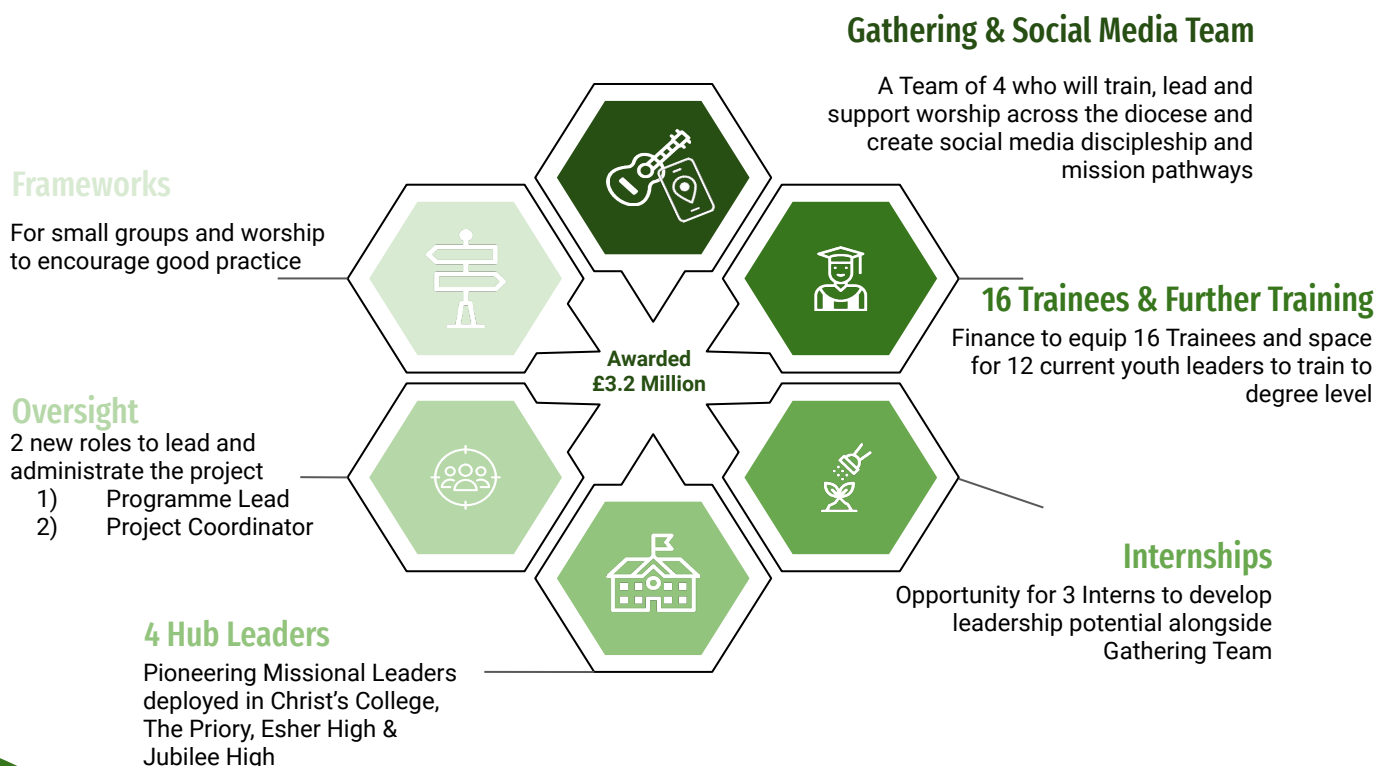
Trainee Information Pack

Introducing the Youth Catalyst Project

The Youth Catalyst Project aims to create a step change in youth ministry across the Diocese of Guildford.

The project aims to create effective adaptable frameworks for Small Group Discipleship and Critical Mass Youth Worship Gatherings; to link church and school through our Missional Hub Leaders; to create new missional, worship and social media pathways for young people; to provide churches with youth leaders through our Traineeship scheme; and to help older young people explore calling and gifting through internship opportunities.

Our vision is to support churches, youth leaders, and young people to grow as missionary disciples who live out and proclaim the gospel without fear.



About the Youth Ministry Trainees

Central to the Youth Catalyst Project is the desire to equip and release a raft of new youth leaders into parish contexts across the diocese. The leaders will be recruited and employed by the diocese but deployed and managed in churches to pioneer missional youth ministry with 11-18 year olds.

Over the next three years, we are looking to recruit 16 Trainee Youth Leaders to pioneer missional youth ministry in 16 different church contexts. We have four placements available for September 2024 and we will be looking for an additional 6 each year for the following two years. More information, including job descriptions for this year's placements, can be found on the following pages.

Trainees will be from a variety of ages and backgrounds and will come with varying degrees of life experience and qualifications. Trainees could be college leavers or those looking for a career change into youth ministry after several years of experience in other settings. We want our trainees to come from a variety of backgrounds and life stages to add diversity to youth ministry across the diocese.

Alongside their role within church settings developing missional youth ministry, Trainees will also access training through diocesan courses. In Year 1, Trainees will study with First Timers, grasping the essential foundations of work with young people. More info about this course can be found [here](#). In Years 2,3, and 4 this study will deepen as Trainees join our new youth ministry training pathway through Common Awards, studying Theology, Mission and Ministry to degree level. This course is currently still in development and information will be available as soon as we have it.

As such, Trainees will be required to study with the diocese for one day each week (likely to be a Monday) and need to be available for other course requirements which may include residential weekends. In Years 2,3 and 4 alongside their time on the Common Awards Degree Course, Trainees will also need to prioritise an additional study day each week to make sure they have time to fulfil course reading and assessment requirements.

Trainees will also be regularly connecting with one of our Hub Leaders (experts in missional youth ministry) who will provide non-managerial supervision. Our Hub Leaders will also demonstrate and provide models of effective missional ministry with, and to, young people.

Alongside weekly days off, the rest of the Trainees' time will be spent developing youth ministry in their parish context. A Trainee's working week should not exceed 35 hours (which includes their course and study time). Our scheme is designed so that Trainees will be learning and serving within the church setting for their first 4 years, before continuing in their placements full time in Years 5 and 6.

Within their parish setting, our expectation is that Trainees develop a small group discipleship structure, adapting our 6Ws framework to their context, and engage in the Youth Catalyst worship gatherings in their area. Beyond these expectations, our hope is that the majority of a Trainee's work in the parish will involve pioneering new missional initiatives to reach young people.

Our vision is to train and release a raft of excellent missionally minded youth practitioners who engage in long term youth ministry. This will go some way towards the Church of England's goal of releasing 3000 new employed workers and 27000 volunteers. Our hope is that we create effective pathways for youth ministry to develop across the diocese and beyond.

Trainee Requirements

Trainees being accepted onto the programme will be required to serve in their placement church and study on diocesan training courses. In Year 1, this means joining First Timers (or other alternative if this course has already been undertaken), and in Years, 2, 3 and 4 on the Theology, Mission and Ministry Degree Programme. Alongside attendance on these two courses, Trainees will be provided with:

- A clear role description
- A named line manager and weekly line management meetings (this will usually be the incumbent)
- A budget for youth ministry resources and activity
- A place from which to work, including desk space with access to internet and printers
- A church email address
- A local induction process
- 35 hour week spread over 5 working days (Included in this time are course requirements and some study time in years 2,3 & 4)
- 2 clear days off each week
- Training (including costs of First Timers and the Degree Course)
- Non-Managerial Supervision with one of our Missional Youth Ministry Practitioners
- Laptop and basic IT packages
- A work phone
- Employment Support including safeguarding checks
- A diocesan induction process
- Training expenses (Travel to study, and course retreats and conferences)
- A salary that begins at £23,000 and rises every year alongside your theological learning and practical skill development

Trainee Criteria

This is an innovative project and we are looking to recruit up to 16 youth leaders over the next three years on the following schedule:

1st September 2024 - 4 Trainees

1st September 2025 - 6 Trainees

1st September 2026 - 6 Trainees

We are expecting more requests to join the Trainee programme than we have finance to provide. As such, Trainees will be selected through standard diocesan recruitment processes which involve the submission of a CV and cover letter which will help us determine who to shortlist for interview.

We believe that diversity is a strength. We actively welcome and encourage applications from candidates of all backgrounds and identities, particularly those who identify as female, younger, of a UK Minority Ethnic/Global Majority Heritage, or disabled, as its essential that we reflect the diversity of the communities we serve.

Trainees are applying to join the scheme rather than join any particular placement, although if you have a strong preference for a church then please feel free to mention this in your application. We will consider this, but cannot guarantee that we can accommodate such requests, and it may be that you are offered a placement with a different church.

The Diocese of Guildford take our responsibility for the safeguarding of children and adults seriously. Our recruitment processes reflect this commitment.

As such we are looking for Trainees that:

- 1) Have a deep and vibrant Christian faith
- 2) Have a passion to work alongside young people and commit to long term youth ministry
- 3) Have a desire to engage in theological learning and development
- 4) Are willing to learn and grow and work alongside others
- 5) Work within and develop effective safeguarding procedures
- 6) Will utilise our small group framework
- 7) Will prioritise mission to young people
- 8) Relate well to both young people and adults
- 9) Who are willing to think deeply, model consistency, and gather others into the adventure of following Jesus
- 10) Have 3 A Levels (or equivalent) in order to join the degree programme



Employment Change in Year 5

Responsibility for funding and employing the Trainee will move from Guildford Diocese to the Church PCC at the end of Year 5 and the local PCC will be responsible for all employment costs after this point. As such, we cannot guarantee ongoing employment beyond Year 5, but placements have committed to the project for the 6 years, and there is an expectation that they continue to employ their trainee in Year 6. We will be in working with the church during Year 5 to make sure this process happens as smoothly as possible.

This will follow Transfer of Undertakings (Protection of Employment) Regulations 2014 which protects an employee's terms & conditions of employment when they transfer to a different employer in the same role.

Employment Agreements

As Trainees are employed by the diocese, there will be two key documents in the background supporting your role.

Firstly, the diocese and churches will be working under a Memorandum of Understanding that sets out the terms of the working relationship between the Diocese as the employer and the PCC as the place of work.

Secondly, a secondment agreement will be in place that lists the diocesan responsibilities as the employer, which will include things like employee responsibilities, holiday, sick leave, and disciplinary procedures. The secondment agreement will also include information for churches as to expectations around line management, reporting and working hours.

Trainee Application Process

Applying for a Trainee position is a straightforward process; simply follow the links on the diocesan website to apply, submitting a CV and cover letter

Please look at the following job descriptions from the 4 placement churches and feel free to express a preference in your cover letter, but again, please bear in mind that if you are successful at interview we may offer you a different placement than your request.

If you would like to visit the placement churches before your interview then the four churches would love to meet you at one of their services on the following dates and times:

St John's North Holmwood - 12th May 10am

St John's Egham - 12th May 6pm

Christ Church Guildford - 26th May 10am

St Paul's Howell Hill - 26th May 6pm

Interview date: Thursday 20th June

If you would like to attend one or all of the churches on the dates, or can't make a date above, but would like to visit one of the churches, or if you have any other questions about our trainee scheme then please contact Sophie, our Project Officer: sophie.blake@cofeguildford.org.uk

Trainee FAQs

I'd love to be a trainee but I'm not sure about studying to degree level?

We understand that degree level training and the reading and essay writing involved can be daunting. We will do our best to support you in your studies, but we also believe that it is vital for youth leaders to learn these skills so that they can understand and effectively communicate the depth of the Christian faith. We believe that good theory and theology makes us better practitioners.

Is accommodation provided?

No. We are trying to pay well and create free access to training. However, if you are successful there maybe housing options within some of the placements and it is worth having a conversation with your placement church about this.

Why a theology degree rather than a JNC?

The JNC is the secular youth work standard qualification. However, we are offering a Theology degree through Common Awards with Durham as we think that learning to think theologically is more vital for youth ministry. However, our course will involve several modules that would be similar to those found on JNC courses.

Do I have to do first timers?

Yes, unless you already have done the course. First Timers is an excellent introduction to youth ministry and will connect you with a cohort of others in a starting out in youth ministry.

What if I've already done First Timers?

If you have already undertaken First Timers and are successful we will create a small learning community that bridges First Timers and a degree course. This will likely involve some reading and written reflections.

What if I'm successful and can't get to the placement church I've been offered?

If there are genuine reasons why one or more placements are not possible for you then please make this known in your application. However, we are looking for students with a level of flexibility and will be trying to match trainees and placements through the recruitment process.

What happens if there are problems with my church?

If there are problems with a church once you have started, then your assigned Hub Leader is there to help in the first instance. Beyond this we have measures in place to support trainees, which may in exceptional cases involve supporting you into a new placement.

What if I want to move job roles within my traineeship?

You are of course free to move roles by resigning from the traineeship at any point providing the project with the contracted notice. However, doing so in the first four years is likely to impact your studies as degree course is linked to students continuing in their placements.

5 years feels like a big commitment, why is it so long?

There are two key reasons for this. Firstly, this allows time for you to study and learn in your placement. Secondly, we want our trainees to grasp the importance and benefits of long term youth ministry. We believe that it usually takes 3 years plus before a youth leader really starts to become effective and so the programme is designed to enable this long term approach.

Job Description: Trainee Youth Leader

Salary	£23,000
Team	Youth Catalyst Team
Line Manager	Parish Incumbent
Non Managerial Supervision	From one of the Youth Catalyst Project Hub Leaders
Line Reports	Volunteers in Parish
Contract Duration	Permanent / Fixed term
Contract Type	Full time
DBS Check Requirement	Enhanced

Job Purpose

The role is central to our Youth Catalyst Strategy that develops and enhances pioneering missional youth ministry across Guildford Diocese. The Youth Catalyst Trainee role will develop individuals as excellent youth ministry thinkers and practitioners. Alongside a youth ministry role within a parish church, Trainees will be trained to degree level and taught to contextualise their theological learning in a parish setting. The role will develop pioneering missional leaders who have effective pastoral and discipleship skills who can serve effectively in parishes and schools.

Relationships:

- Diocese – Build positive relationships with other Youth Catalyst Roles, working closely with your assigned Hub leader and building connections with the Gathering and Social Media Team
- School - Develop effective relationships with your Hub Leader's School Hub and schools in your parish/local area
- Parish - Build effective relationships with incumbents and any other clergy, staff and PCCs. Develop effective relationships with current and potential volunteers and parents.
- Build safe discipleship and mission relationships with young people

Responsibilities

Training

- Play a proactive part of the First Timers Course being punctual, considerate and engaged during sessions to maximise your learning
- Engage effectively with degree level training programme, being punctual, engaged and diligent in handing in assignments
- Regularly discuss your course learning with your line manager and assigned Hub Leader
- Develop effective habits that help you study beyond the scope of the courses

Youth Ministry

- Oversee the youth ministry in your context, developing vision, values and effective strategy for youth ministry within the parish
- Use your growing understanding of deep youth ministry to develop praxis that provides effective discipleship pathways for young people ensuring that the discipleship of young people is paramount in the structures you create
- Utilise the small group discipleship framework for your context
- Play an active role in the worship gatherings in your area
- Work with your assigned Hub Leader in their school Hub in year 1 to learn, grow and then pioneer similar activity in another secondary school in future years
- Prayerfully develop pioneering missional opportunities for young people in your context
- Work specifically with Year 6 young people to aid the transition into youth ministry
- Develop effective ministries and communication to parents to help them disciple their young people
- Offer effective pastoral care for young people
- Recruit, train and disciple volunteers so that they are better able to support young people and deliver effective youth ministry
- Undertake the administration, communication, networking and publicity that the role requires
- Report on youth ministry at least annually to the PCC and constantly advocate for the needs of and importance of prioritising work with young people in the life of the church.
- Pray regularly for the young people, volunteers and staff and build a culture of prayer for young people in the church
- To attend diocesan and Youth Catalyst training events and invest in your own discipleship
- Operate within the Church of England safeguarding policy
- To play a full part in the life of your placement church

General

- Attend and lead events which will often be in the evenings and at weekends
- To practice and model being a disciple of Jesus Christ.
- Attend weekly line management with your Incumbent
- Meet at least monthly with your assigned Hub leader
- This job description is issued as a guideline to assist you in your duties, it is not exclusive or exhaustive. Due to the evolving nature and changing demands of our service to the diocese this job description may be regularly reviewed to ensure it is an accurate representation of your post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the Organisation.



Christ Church is a faithful intergenerational church of 150 adults, children and young people who love being together and value the strong sense of community across the ages.

The church is situated on the edge of town in a residential area and many of the church family live within walking distance. We are a few minutes' walk from Guildford London Road station, 5 minutes' walk into town, and 5 minutes' walk onto the Surrey Downs. There is one boys prep school (Royal Grammar School Prep) and a girls' senior and junior school (Tormead) in the parish, and just over the parish boundary, we have good links with Guildford High Girls School (senior & junior) and Holy Trinity Junior School.

As we return to being the gathered church, we are seeking someone to help us rebuild our ministry amongst the 11-18 age group.

This is an amazing opportunity for someone with energy and imagination to pioneer 'a new thing' in the life of our church as we explore fresh ways of reaching out to those in our wider community alongside traditional models of engagement. The nature of the role provides the opportunity to be bold, courageous, inspiring and innovative! For this reason, we are seeking someone to not only pastor our young people, but also to confidently present Jesus afresh to those on the fringes and outside the church.

As someone who is seeking to live an authentic Christian life as a committed follower of Jesus Christ, you will have a love for Jesus and for young people, a heart to see lives transformed, and a desire to see them grow in faith. Your own example and passion for Jesus will be an integral part of this role at Christ Church.

You will be part of the vision process at Christ Church, seeking God's will for the whole church and integrating this into the vision for our work across our 11-18s.

Purpose:

To rebuild, renew, and lead our ministry amongst young people from ages 11-18, building supportive relationships with families.

To develop our relationship with community groups and local schools and explore further opportunities to build bridges with them.

Role:

To lead our youth group (called CUBE for Years 10-13) - currently on a Sunday evening (7-8.30pm) after the service

To be part of our evening service team, encouraging our young people to be involved

To identify, build, train and support teams as our ministry regrows

To develop new ways of offering parents support

To build closer links with local schools through services, lessons, assemblies and other creative opportunities

To explore whether to restart our midweek group for Years 7-9 or do something different!

To build links with the Guides (& Brownies) by playing an active part

Other

To attend the weekly staff meeting (which includes worshipping & praying together, and planning) and the monthly church prayer meeting

To attend PCC once a term to keep this ministry in the forefront of the PCC's mission strategy

To co-lead the annual church Holiday Club in the summer alongside a core team of leaders (we currently have had on average 60 children and a leadership team of 25 adults & young leaders involved)

To comply with the PCC's safeguarding policy at all times, ensuring good practice for safeguarding children and young people across all activities, and liaising with our safeguarding team regarding safer recruitment of volunteers

To pray for the group members and leaders

To work with the staff team and PCC to develop and grow the vision for work with young people

To nurture leadership potential of all our young people through opportunities to be involved in the life of the church

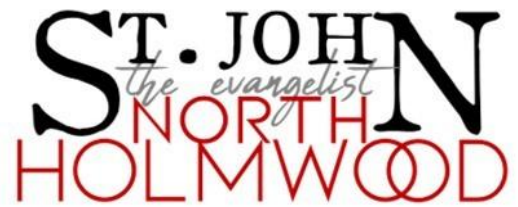
To help plan, lead and speak at our occasional Family Together services, as well as all-age specific services around Easter and Christmas

To undertake administration, communication, and publicity as required

To attend appropriate training as and when needed

To attend the church and play a full part in the worship life of the community

St John's North Holmwood



Here at St. John's we are deeply rooted and seek to grow in faith and reach out. We cherish the Biblical and Gospel soaked depth and riches of the Book of Common Prayer and we are nourished by the structure, prayerfulness and reflectiveness of Common Worship liturgy. Still others of us could be described as more contemporary evangelical in our worship and spirituality. We have a hunger for Biblical teaching and the dynamism of the Holy Spirit's work in our lives and community.

This diversity is expressed through many and varied opportunities to pray and worship in different ways, in small or larger groups, in formality and informality, traditionally or experimentally, in all age contexts or not. This diversity is also united around our shared desire to love and worship Jesus with all of our heart, soul, mind and strength and to love our neighbour as ourselves. We long to see our community blessed by the mission, ministry and worshipping life of the Church and to see lives, families, and our community transformed by the power of the Spirit through faith in Jesus Christ according to the Gospel.

Our vision for youth ministry is to have young people as fully integrated and contributing participants in the worshipping life, mission and ministry of the Church, while also recognising and meeting their unique developmental and spiritual needs through age and stage specific evangelism and discipleship.

Purpose:

To make disciples of young people in and around Dorking, building beyond the current youth ministry provision in the Parish and deanery of Dorking.

This will involve pioneering, out of the box, missional youth ministry in the places where young people hang out, forming community and discipling relationships, possibly using the Discovery Bible Study Method.

To develop missional activity in The Priory Secondary School providing extra resource to the Hub Leader in the school.

Role:

To join in and play a leadership role with Wednesday Night Youth, being a presence that supports discipleship. This part of the role, at least initially will involve minimal planning and preparation.

To support and pioneer youth activity that enhances the Dorking-wide youth ministry, in particular looking to develop the small group framework in the Deanery.

To develop and lead Mobs for young people (small missional communities that meet in public for Discovery Bible Study, prayer and witness) within the Dorking area.

To play a role in developing Sunday worship in the parish, overtime developing leading and preaching skills.

To identify the public spaces where young people in Dorking are found, and to be an appropriate Christian missional presence in those spaces.

To support Band of Brothers & TBH (monthly gender specific discipleship) for young people in the Dorking area

To investigate the appropriateness of new worshipping / missional spaces for young people (possibly on a Sunday evening) that do not detract from the intergenerational approach of Sunday mornings or the Dorkingwide youth provision.

To play a role alongside the Vicar at St John's primary school in running assemblies, lunchtime / after school clubs that create discipleship pathways for young people



St John's Church Egham is a vibrant Church of England church in the heart of Egham, passionate about seeing lives changed in the name of Jesus, bringing hope to those we encounter and serve.

We are a diverse and loving community of people made up of all ages and backgrounds with a huge heart to welcome everyone. Our life together is shaped by our mission to Love God, Love one another and love our community.

We want to be known as a church that is committed to loving and serving God, committed to building deep and lasting relationships with one another, and committed to building God's kingdom in our local community.

We are looking for someone who is passionate about young people, experienced in connecting with, nurturing and empowering young people as disciples. The successful candidate will be able to formulate and implement strategy and lead and minister with compassion, creativity and a servant heart and hands.

Purpose:

We are looking for someone who is passionate about young people, experienced in connecting with, nurturing and empowering young people as disciples. The successful candidate will be able to formulate and implement strategy and lead and minister with compassion, creativity and a servant heart and hands.

Role:

Youth Ministry

- Planning and delivery of a Sunday Youth Programme, enabling exploration and growth in their Christian faith. Leadership and responsibility for the spiritual direction and programme of the different youth groups covering the 11-17 age range
- Encourage active participation of Young People in the life and ministry of the Church
- To create opportunities outside Sundays where both Youth and Leaders can form relationships and grow in doing life and faith together
- Facilitate the opportunity for Youth to access external Christian events or suitable holidays that are impactful and will encourage them in their faith journey.
- To recruit, train and encourage a team of volunteer youth leaders
- To ensure effective transitions into the youth programmes at 11 and 18+ ministry
- To maintain accurate records of Youth engaged in church activities compliant with GDPR requirements. To understand and implement best practice in Youth work, including Health & Safety and Safeguarding policies and procedures and model good practice to others.

General Responsibilities

- Strategy development and Event Planning for youth
- Communication and advertising of church activities for Youth in a contemporary and effective way, including on the website and social media.
- Manage the funds allocated and prepare the annual budget, with support from the Treasurer.
- Provide regular updates on progress and deliver appropriate reports, statistical information

Strengthening outside links

- To develop links between St John's and local youth organizations and institutions.
- Plan and deliver events to engage Youth from within the local community
- To participate in Deanery and Diocesan networks and external training events as appropriate
- To keep abreast of wider local, national and global developments in Youth ministries particularly through New Wine, Youthscape and Youth Alpha

St Paul's & St Barnabas



In 1938 Edward Newill, the archdeacon of Dorking, was driving to Cheam and saw that there were loads of new houses being built around Howell Hill. He thought “these people need a church” so he bought the land - the rumour is that he paid for it as well.

Not much happened until 1959 when the Kahn's, a family from St Lawrence Morden, moved into the area and started gathering with other Christians nearby. Their home meetings grew and after lots of prayer and work they hired Rev. John Watson as the first vicar and built the first church in 1963. The church grew quickly and in 1987 they decided to demolish the church and build St Paul's as we know it today. The church has always been known for its amazing children and youth work and its heart for mission. In recent years we've also been focusing on church planting and revitalisation. We started working with St Mary's Burgh Heath and have now become a united parish with St Barnabas Epsom.

As our story continues, we'd love to keep these priorities, working well with children, youth and mission. We're excited about what God has in store for us as we develop our vision statement 'being with Jesus, becoming like Jesus, and doing what Jesus did'.

Purpose:

Pastorally care for young people aged 11-18s (school years 7-13) who are part of St PB supporting the vision of the church and the youth ministry alongside pioneering new connections with young people in the local area.

Support and assist the youth pastor and youth team volunteers in preparing and delivering youth sessions including talks, socials, residential and other events at St PB Sunday, midweek and occasional groups, particularly with Year 7-9. Carry and share the vision of St PB as we develop and grow in being with Jesus, becoming like Jesus and doing as he did.

1. A member of St PB Staff Team

- To attend Staff meetings, training days, retreats and prayer meetings as directed by your line manager.
- To be an active member of the community that includes regularly worshipping in our services, being a missional disciple, and attending social events and other St PB activities where appropriate.
- To serve in other areas of St PB Ministries as appropriate to your passions and skills as agreed with your line manager.
- To undertake Child Protection training and other Ministry specific training.
- To meet regularly with your line manager and other ministry staff.

2. Training

- To be fully involved in the Youth Catalyst training provided by Guildford Diocese.
- To separate time accordingly to be able to study.

3. Sunday Activities:

- To grow and develop in leading the Younger Youth provision.
- To be a member of our morning services.
- To get involved when needed in intergenerational services.
- To assist the Youth Pastor in running the Sunday youth provision.
- To develop positive relationships with the volunteer teams with the aim of empowering others to run small groups and lead aspects of the sessions.
- To learn how Churchsuite or similar systems operate to maintain registers and keep appropriate records.

4. Weekday Activities Currently these include:

- Younger Youth Life Group: To grow and develop in coordinating and creating the weekday Life Group, enabling young people to go deeper in faith and build relationships with peers, leaders, and God.
- Developing the volunteer team including young people and encouraging them to get involved in other ministries.
- To build and develop links with Ewell Castle, Blenheim High school (in the parish) and other local schools
- To work under the leadership of the Hub leader at Esher High School.
- To develop a vision, strategy and implementation of a youth club for unchurched young people in the parish.

5. Other

- To be part of the teams that run and plan community events, when appropriate, representing the next generations and making sure that their needs are taken account of.
- To visit young people and their parents in their homes when appropriate.
- To continually seek new resources, ideas and develop our Youth Ministry.
- Meet regularly with the Youth Pastor for line management meetings
- Be part of the church community investing in relationships
- Have healthy and regular rhythms being with Jesus including Sabbath and time away from the digital world

Person Specification: Youth Catalyst Trainee

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> 3 A Levels (or equivalent) in any subject 	
Experience	<ul style="list-style-type: none"> Experience of working with young people Some experience of people management 	<ul style="list-style-type: none"> Experience of Church of England Experience in youth ministry
Skills & Knowledge	<ul style="list-style-type: none"> Broad awareness of trends in youth culture Good Biblical knowledge and the ability to contextualise this for young people Good understanding of safeguarding practices Strong speaking and listening skills and IT literate Ability to relate effectively to young people 	<ul style="list-style-type: none"> A deep knowledge and hunger for scripture Evidence of personal theological study Detailed knowledge of youth ministry trends and youth culture Strong presentational skills
Personal	<ul style="list-style-type: none"> Able to work on own initiative as well as being a team member who is prepared to take well-informed decisions. A high level of integrity and discretion, ability to handle confidential information with diplomacy and sensitivity. A warm and open demeanour. Ability to establish credibility and respect and build strong working relationships with young people and a wide range of colleagues. Flexible and willing to adapt to changing priorities and working patterns; understand and appreciate different perspective on issues. Demonstrates an approach to work that is characterised by commitment and energy. Demonstrates servant leadership A personal faith and passion to contribute to and engage in fellowship with others who has healthy spiritual practices of Bible reading and prayer This role carries an occupational requirement to be a practising Christian in accordance with the Equality Act 2010. Fully supportive of the aims and mission of the Church of England. 	<ul style="list-style-type: none"> Full clean driving license A baptised and confirmed member of the church of England Food hygiene and First Aid qualifications