
Application for employment

Let's change things together

Job title:

Drop-in Lead

Reporting to:

Souster Youth Director

Salary range:

From £26,000 - 30,000pa

Depending on qualifications
and experience.

Closing date: 1st July, 2022





Let us introduce ourselves

Souster Youth is an exciting youth work organisation in the east Northamptonshire area. Our work has grown rapidly since we started in February 2016. We work to transform the social, emotional, and spiritual wellbeing of young people in our area. We work with schools, churches, and the local community.

We work in 4 secondary schools and a number of primary schools offering mental health support, curriculum support and work with parents.

We have strong relationships with local churches and have helped a number of them grow their work with young people and add to their teams. There is much more to come.

Partnering with Peterborough Diocese, our Youth Ministry Training programme equips youth workers from across the region in their work with young people.

We are proud of the brilliant team that makes it all happen; we're a mix of 16 volunteers, 4 staff and 6 trustees.

Our area: With it's affordable housing, outstanding schools, rural location with well-established transport links, and welcoming towns and villages, this is a great place to live. The developments we've seen over the past five years have convinced us that this area is poised to become a key hub for Youth Work moving forward.



It's what makes us tick

Change.

We're here for all young people.

We bring an **upward change** in the social, emotional and spiritual wellbeing of young people. We work to address the most pressing needs of young people, and through our work they see our Christian faith in action.

Grow.

We're here for young people with Christian faith.

We help young people with Christian faith to **learn** and **practice** their faith in ways that transform their lives and the world for the better.

Build.

We're here for the local church.

We help churches **start** and **grow** work with young people. Local churches can become places where young people are nurtured, challenged, and inspired both now and in the future.



My, haven't we grown!

Over the last six years we've grown in size, ambition and budget but we haven't finished yet. Because people are at the heart of all we do, we've taken care to build a great team.

Could this be the moment for you to join us?

Our outstanding schools work is transformational for young people during school hours, but we've identified glaring gaps in local out-of-hours spaces for young people to thrive

in. Our new drop-in project will help to plug this gap by extending our reach outside of the school gates.

There is a clear plan for this role but, if you join our team, you will be given the freedom to develop and grow, using your unique skills and we will shape the role around you.

If you want to join a team making a lasting difference to young people's lives, this is a great opportunity to join **Souster Youth**.



About this role:

The **Drop-in Lead** will establish a new drop-in work, building relationships with local young people and inspiring a team of volunteers to support them. In time, we hope to provide a model for excellent youth ministry that churches can replicate. Souster Youth needs a highly motivated, conscientious and resourceful team member. The **Drop-in Lead** needs to have excellent interpersonal skills and be a good communicator.

Team structure:

The team of 4 staff and 16 volunteers are led by our Director Jason Royce. We are currently recruiting a **Drop-in Lead** to help us impact young people outside of school hours.

Souster Youth is supported by an experienced board of trustees. Our Chair, Chris Curtis is the CEO of Youthscape.

Hours:

37.5 Hours per week.

Key responsibilities and tasks

1. Oversee the establishment and effective operation of our 'drop-in' centre for young people

1.1 To develop and implement a vision and strategy for drop-in work that corresponds to that of Souster Youth.

1.2 To recruit and train a team of local volunteers who will support the work.

1.3 To continually develop your understanding of the issues young people face and help to develop programmes and interventions that address unmet needs in the local area.

1.4 To be proactive about providing opportunities for young people to explore and encounter Christian faith, perhaps for the first time.

1.5 To support the discipleship of young people at our centre.

2. Promote the drop-in work among young people and those who may wish to replicate it.

2.1 To build relationships with young people by supporting the delivery of our work in local schools.

2.2 Maximise opportunities to promote connectedness between the work in schools, our drop-in work and, where appropriate, other community organisations including churches.

2.3 Provide support and training to local churches who wish to start or grow their youth ministries.

3. Help deliver the vision of Souster Youth

3.1 To support the implementation of the strategy for Souster Youth to achieve its vision.

3.2 To be a trusted representative of Souster Youth in multiple forums, clearly communicating our vision, and embodying our values.

4. To fulfil wider responsibilities as a member of Souster Youth.

4.1 To participate, as required, in weekly worship, training and development, and staff activities within Souster Youth, including attendance at three compulsory 48-hour retreats each year.

4.2 To support, as required, other Souster Youth work in consultation with the Director.

Conditions of employment

Location:	Thrapston, Kettering
Salary:	£26,000 - £30,000pa Depending on qualifications + experience
Hours:	37.5 per week
Transport:	Employee to provide own vehicle
Holiday:	25 working days, plus bank holidays on a pro rata basis
Probation:	3 months
Termination:	3 months by either party



Here's what we're looking for

Skills

- Intentional relational working
- Creative insight and engagement with others
- Delivery, and evaluation of strategy
- Intellectual capability
- Judgement and decision-making
- Christian theological praxis
- Honesty and integrity
- Personal effectiveness and self management

Knowledge

- Safeguarding policy and practice
- Adolescent development
- Structure and operation of local authorities, education, and other services for young people

Experience

- Working with young people in formal and informal settings (including Christian Youth Ministry)
- Implementing strategy and projects
- Public speaking in various contexts
- Successful work with a wide range of organisations and with people of differing cultures and beliefs

Qualifications

- Undergraduate degree (relevant degree preferred)
- Evidence of ongoing professional development
- Evidence of involvement in training, reading, academic study, or other personal development relating to young people

General

- Full driving license and access to car
- Willingness to travel across region to attend meetings and events
- Ability to work occasional evenings and weekends, as role demands.

Values and ethos

- Essential to the role, is a commitment to the Christian ethos of Souster Youth. There is an occupational requirement (OR) for Souster Youth to employ a committed Christian to this role.



Here's how to apply

Applications by **CV** and **covering letter** addressing the key responsibilities, tasks and person specification to be received by:
1st July, 2022 to jason@sousteryouth.org

Interviews to be held w/c **4th July, 2022**.
Successful candidates to begin employment as soon as possible.

For an informal chat about this post please email, or call Jason Royce on **01832 735999**.

Existing Souster Youth terms and conditions of employment apply.

Souster Youth is committed to safeguarding the welfare of young people and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received. The Souster Youth Trust is a registered charity: 1162368