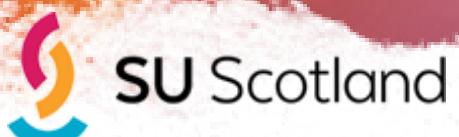


RECRUITMENT PACK



Project Development Worker Merkinch Youth Project



Scripture Union Scotland is registered in Scotland as a charity (no. SCO11222)
and as a company limited by guarantee (no. SC54297).

New Olympia House, 13 Olympia Street, Glasgow, G40 3TA.
suscotland.org.uk | 0141 332 1162



Recruitment Pack

Project Development Worker, Merkinch

Hello.

Thank you for taking the time to explore the Project Development Worker role for a developing youth project in the priority communities of Merkinch, South Kessock and the Inverness High School catchment.

24% of Scotland's young people experience relative poverty. Merkinch is noted within the Scottish Index of Multiple Deprivation 2020 (www SIMD scot), as Scotland's eighth most disadvantaged community.

We recognise God's concern for those at the margins and see this throughout the entirety of Scripture. We are committed to effective ministry with young people whose life experience can mean fewer choices, resources and opportunities.

We are excited to be recruiting for this strategic role which will develop further our work within these communities, continuing to outwork SU Scotland's Ministry at the Margins strategy. We see this local youth project being rooted in Christian faith and values, supporting, valuing and enabling young people to live lives characterised by positive, healthy and responsible choices and have an opportunity to explore the Bible and respond to the significance of Jesus.

For over two years, we have had the privilege of supporting Merkinch Primary School, offering various weekly in-school and out-of-school activities. A group of volunteers are already engaging with the project. More recently, similar opportunities have arisen at Inverness High School. The work within the schools has grown and it is now essential to appoint a full-time Project Development Worker to bring increased leadership within the project.

We are committed to partnering with local churches and organisations as we seek to develop effective ministry with children and young people within these priority schools and communities.

To achieve this, we want to identify someone with a vibrant Christian faith who understands life for young people within a priority community. They should be able to build positive, trusting and supportive relationships and have previous proven experience of this type of ministry with children and young people.

Please enjoy reading through the enclosed recruitment pack, and if you have questions about the role prior to applying, just shout.

Meantime, be assured of our prayers for you and others giving serious consideration to whether this could be the right thing for you.



Robin MacLellan, CEO
robin.maclellan@suscotland.org.uk



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ABOUT SU SCOTLAND

Scripture Union Scotland is part of the worldwide family of Scripture Union movements that began in the nineteenth century and now operate in over 120 countries across the world.

We are a Christian charity working in partnership with local churches and other sympathetic organisations. More than 2,500 volunteers are involved in helping to run our activities, together with around 140 staff and associate workers.

- Our SU Holidays and weekends are the place to be for high energy activities, music, crafts, friends, fun, camping and a whole lot more with the Magnitude Festival adding a dynamic new dimension to the mix.
- Our residential centres are places of adventure, escape, discovery and hope, hosting thousands of school pupils on residential breaks each year.
- We work in schools throughout the academic year. SU workers and volunteers contribute to the curriculum in many of Scotland's schools.
- Our discipleship programme helps young people to grow, learn, explore and develop leadership skills.



OUR VISION & VALUES

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

Everything we do is governed by two core values: dependence on God and deepening relationships.

We love to see children and young people:

- **Feeling valued and accepted in every encounter with SU Scotland** being able to express their views, engage with others, and grow in confidence as they recognise and develop their abilities.
- **Exploring the key stories and events from the Bible**, reading and studying the Bible on their own and with others, and growing in their understanding of God and what it means to follow him.
- **Having opportunities to learn about Jesus.** Making the decision to follow Jesus, and having the confidence to reflect this in their choices, attitudes and actions.





OUR STRATEGY 2024+

VISION

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

VALUES

Everything we do is governed by our core values of Dependence on God and Deepening Relationships

OUTCOMES

we seek for children and young people

Discover

Discover God's love for them
Encounter God's goodness through the service of his people
Explore God's world

Explore

Explore and understand the Christian faith
Read the Bible and understand its big story

Respond

Space to reflect and make a response to the Gospel
Children and young people coming to faith

Flourish

Confidence in living for Jesus and sharing faith
Grow as a disciple and young leader
Help disciple others

ANCHORS

As we work we will do so with:

Bibles open – Prayer central – Ministry at the Margins prioritised – Volunteers first – Disciples making disciples – Serving churches – Residential transforming lives

JOB OVERVIEW

Job Title: Project Development Worker, Merkinch

Salary: £28,988 – £31,210* per annum, plus generous employer pension contributions and other benefits

Location: Hybrid: Merkinch school community/work from home

Contract: Full-time, fixed term (3 years, extendable in line with funding)

Managed By: Ministry at the Margins Lead

Purpose: To develop and lead the existing work begun within Merkinch, South Kessock and the Inverness High School catchment.

Key Relationships:

Internal: Ministry at the Margins Lead, local volunteers, Volunteers Department, Local Ministries staff, Support raising team, SU Holidays Manager, SU Missions Development Manager, Alltnacriche Centre Manager

External: Headteachers and school staff, local church leaders, other local agencies and organisations, families

*Salary will be revised in line with annual salary award, effective 1 April 2026.





TASKS & RESPONSIBILITIES

Continue to develop and grow work in Merkinch, South Kessock and Inverness High School catchment

- Explore opportunities to offer small group work to address social, emotional and behavioural needs of young people
- Recruit and train volunteers to participate in emerging opportunities within schools
- Lead lunch-time and after school clubs, which may include:
 - special interest groups
 - informal drop-ins / safe spaces
 - SU Groups, exploring the Christian faith
- Provide support, enabling young people to manage difficult life situations, exploring opportunities to introduce appropriate programmes within schools
- Identify and take the lead in the development of work in other schools within the Inverness High School catchment area.

Administration

- Keep up-to-date records of all work with individuals and other relevant groups
- Work in accordance with the SU Scotland Safeguarding Policy ensuring that the safety and well-being of young people is paramount in all activities
- Maintain records of expenses for the project for any group and individual work undertaken

Develop and bring leadership to the work within the communities of these schools

- Build healthy and supportive relationships with young people and their families
- Explore the opportunity for one-to-one mentoring of young people, including selecting and training volunteers
- Recruit and train volunteers to participate in emerging opportunities within the community
- Explore the opportunity to develop programmed activities for young people in the form of a youth club, ensuring volunteers are equipped, including to disciple and help young people explore the Christian faith
- Network with other local organisations and stakeholders in the community, helping build strong relationships and working together where possible
- Participate in and help lead residential activities, including SU Holidays and weekends
- Help organise the production of suitable resources and lead social activities, including day trips, outings and special events for individuals and groups
- Work with young people, families and others to ensure that new activities and/or programmes are meeting identified needs
- Be involved in the development as this project moves towards becoming an independent charity

General

- Model qualities of Christian character and commitment and have a personal commitment to spiritual growth and development
- Attendance at staff meetings for prayer
- Demonstrate commitment to the wider SU Scotland staff team, through attendance at SU Scotland staff retreats and key events such as the annual Big Celebration
- Be committed to pray for and support young people in their spiritual, emotional and social development

TASKS & RESPONSIBILITIES

Growing Ministry Partners

Each member of the SU Scotland staff team is involved in support raising to an appropriate extent. Support raising team colleagues will resource you for this task and your line manager will agree an action with you that reflects the nature of your role. Time is set aside as part of the working week for these tasks. Action plans may include:

- personal approaches to potential donors and prayer supporters to invite them to partner in your ministry
- regularly updating your action plan and keep a track of tasks undertaken
- regular communication with existing prayer and financial supporters to ensure they are well-informed and their contribution appreciated
- being aware of volunteering opportunities and promoting these as appropriate



OTHER REQUIREMENTS

Other responsibilities

- Be committed to a high level of teamwork within the Department, wider organisation and amongst volunteers
- Network with counterparts fulfilling similar roles with other charities/organisations
- Be committed to a collaborative approach with projects, ensuring that communication with internal and external stakeholders is of the highest standard

In common with all SU Scotland staff members:

- Further the aims and objectives of SU Scotland
- Undertaking professional development through active participation in annual appraisals, supervision and internal or external training as required or individually identified.
- Participate in other SU Scotland activities where appropriate.
- Demonstrating commitment to the SU Scotland ethos, vision, values and work practices, and the wider ministry of SU in Scotland and beyond.

Occupational Requirement

An Occupational Requirement applies in terms of the Equality Act (part1, schedule 9). This post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy, in all that it affirms, and the highest authority for faith and life in keeping with SU Scotland's statement of faith. These principles require to be applied alongside the professional skills required in this role.

The above list is intended to give an indication of the range of duties for the role. Other tasks/responsibilities appropriate to the remit, will be expected as required.

Appointment will be subject to a satisfactory PVG Scheme Disclosure.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Experience and Understanding		
Significant experience of hands-on roles working with young people from priority communities	✓	
Up-to-date knowledge of the issues that affect young people	✓	
Understanding and awareness of Adverse Childhood Experiences and trauma informed practices		✓
Leadership		
Ability to recruit, envision, inspire and support volunteers		✓
Ability to inspire confidence and accept responsibility	✓	
Ability to encourage others in Christian discipleship	✓	
Experience of leading teams		✓
Aptitude		
Ability to represent SU Scotland in a professional manner within schools and the community	✓	
Ability to display sensitivity, diplomacy and self-awareness in communication	✓	
Able to motivate individuals and groups of young people who experience life at the margins	✓	
Demonstrates commitment and drive	✓	
Capacity to multi task across different aspects of a project		✓
Be reflective and able to self-evaluate	✓	
Able to articulate biblical truth in creative and relevant ways	✓	
Self-motivated and able to work remotely / hybrid	✓	
Work Skills		
Good time management skills and an ability to prioritise	✓	
Confident at successfully working in groups or 1-1 with young people who may present challenging behaviours	✓	
Excellent written communication and presentation skills; and ability to deliver in a variety of settings	✓	
Computer literate, experience of Word, Excel, Powerpoint, Outlook	✓	
Education / Experience		
Degree-level qualification or vocational equivalent in education, youthwork, social work or community development	✓	
Social		
A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith. Must enjoy the confidence of his/her church fellowship.	✓	
Ability to establish positive relationships with children, young people and adults	✓	
Able to undertake evening and weekend duties away from home	✓	
Other		
Able to demonstrate awareness of SU Scotland's activities	✓	
Own transport and a full current driving licence		✓



TERMS & CONDITIONS

HOURS

The post is full time, working 37.5 hours per week. This role will require occasional evening and weekend working. This is a new post with an initial fixed term of three years, extendable in line with funding.

PROBATIONARY PERIOD

The first six months of your employment will be probationary. Your performance will be reviewed throughout this period. If your performance is satisfactory at the end of this period, your appointment will be confirmed. The employer reserves the right to extend your probationary period.

TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by you or Scripture Union Scotland to terminate your employment is one week. Except during the probationary period, the length of notice which you are obliged to give the company to terminate your employment is twelve weeks. Except during the probationary period, the length of notice which you are entitled to receive from the employer to terminate your employment is four weeks until you have been continuously employed for five years. Thereafter, you will be entitled to one further week's notice for each completed year of service up to a maximum of twelve weeks. Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

SALARY

£28,988 – £31,210* per annum (dependent on experience) per annum. You will be paid in arrears on a monthly basis, on or before the 28th of each month.

PENSION ARRANGEMENTS

SU Scotland operates a Group Personal Pension Scheme for employees over 18 and under 75 years of age. An employer's contribution of between 5% and 9% of total pensionable salary will be paid (the actual amount depending on your level of employee's contribution.)

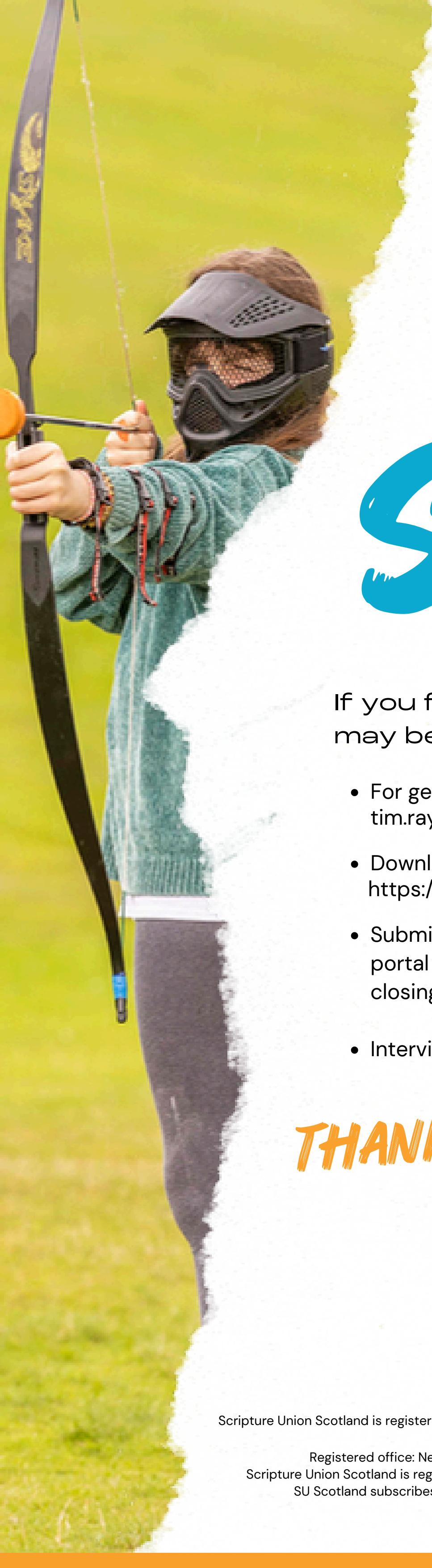
LIFE INSURANCE COVER

Life insurance cover of three times your annual salary is provided, with the premium being paid for by SU Scotland.

HOLIDAYS

The holiday year runs from 1 April to 31 March. Annual leave entitlement for a full-time post is 33 days paid holiday (this amount is inclusive of entitlement to local and national holidays). Annual leave entitlement for part-time and fixed term staff is pro-rata. Annual leave entitlement will increase with length of service.

*Salary will be revised in line with annual salary award, effective 1 April 2026.



NEXT STEPS

If you feel this role is something that God may be calling you to apply for:

- For general questions about the role, please email tim.raynes@suscotland.org.uk
- Download your application forms from: <https://suscotland.bamboohr.com/careers/78>
- Submit your completed forms through the application portal or by email to hr@suscotland.org.uk before the closing date - 4pm, 24 February 2026
- Interviews will take place on 2 or 4 March 2026

THANKS FOR YOUR INTEREST!



@suscotland    

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Scripture Union Scotland is registered with the Information Commissioner's Office under registration reference ZA356097.
SU Scotland subscribes to the United Nations Convention on the Rights of the Child, as reflected in UK law.