



## THE CHURCH OF SCOTLAND

### JOB DESCRIPTION

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Title of Part Time Post:	Youth and Family Development Worker Broomhill Hyndland Parish Church Glasgow
Responsible to:	Session Clerk
Date:	June 2025
Main Purpose of post:	To support and enhance the existing youth and family work. To develop outreach initiatives within the parish and grow our Christian presence in the parish.

Initial contract is Part Time, 15 hours per week, with a view to possible increased hours during the 4-year period of the contract.

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#### CONTEXT FOR THE ROLE:

We are well situated within a thriving parish with good community participation but like many congregations have found, particularly since Covid that many families no longer prioritise church attendance. There are existing links to local schools, which we would love to expand on as a church. We see further opportunities to grow and develop our presence as a congregation and our ministry to children, young people, and families within the parish, and are seeking to employ a Youth and Family Development Worker to take a lead in these activities and in developing this area of our ministry.

#### PARISH PROFILE

We are an enthusiastic and welcoming congregation at Broomhill Hyndland. The church is in a thriving area with a good mix of all age groups. Though the church congregation is mainly aging, we are passionate about reaching the young people and families within the parish.

It is an expanding community with many young families moving into the area as we have good schools and nursery provision and there are many sought-after family homes within the parish.

#### JOB SUMMARY

We are looking for a passionate and dedicated Youth and Family Worker to join our church team to support young people, encouraging them to connect, and stay connected with the church community. This role involves building strong, trusting relationships with children, their families, and the church

community, as well as leading youth initiatives that help young people maintain and grow their faith, resilience, and connection to church life.

## **MAIN DUTIES**

1. Take an active role in assisting in the development of the youth and family ministry within the congregation.
2. Attending Sunday worship regularly in Broomhill Hyndland Church or one of our cluster churches, participating in the service, whilst providing advice and guidance to the Junior Church Team of teachers and adult helpers, as generally directed by the Minister, who has the ultimate responsibility in this respect, assisting in the creation of a programme of Christian Education.
3. Under the guidance of the minister, build on existing Young Church foundations and lead initiatives like the Young Church Fun Days and develop new approaches and initiatives to both Sunday worship and other engagement opportunities.
4. Under guidance from the Minister, build on existing links with local schools undertaking agreed projects where required and share in chaplaincy work.
5. Engage with the Growing Young & Youth Planning Group, Community organisations, Church organisations; BB, Brownies, Kids Club, Toddler groups and the Social & Events team.
6. Provide and develop opportunities for children and parents to engage in exploring the Christian faith, and provide pastoral care and support for young people in a confidential, caring, and non-judgemental manner.
7. Make use of current Church technology and further helping to develop its use to provide a digital ministry.
8. Extend work with children through support and encouragement of volunteers whilst enabling further development and work with a team of youth volunteers.
9. Creating and maintaining links with the Junior Churches in our cluster group so that the young people will have a wider group experience.
10. Provide input and support to the Session Clerk and Youth Elder and assist with preparation of reports to Kirk Session on issues regarding the integration of youth and family work in the wider congregation.
11. Ensure that all activities, events, and programmes comply with Church of Scotland policies and procedures. Adhere to all relevant health and safety requirements and ensuring that a risk assessment is carried out for all activities undertaken.
12. Working closely with the Safeguarding Co-ordinator when recruiting new helpers.
13. Attending relevant training as required for legislative or developmental purposes to ensure that good working practices and knowledge are maintained.
14. Undertake such other relevant duties from time to time as may be agreed with the Line Manager.

### Personal Specification & Qualities

Personal Qualities	Essential	Desirable
Committed Christian with a live Church connection – a Genuine Occupational Requirement in terms of Equality Act 2010	√	
Ability to communicate Christian faith imaginatively with young people	√	
Proven ability to work collaboratively in a team environment but also having the personal drive to work independently		√
Openness to new ideas and learn from experience	√	
Natural enthusiasm and energy to tasks in hand	√	
Confidence to connect with outside agencies and establish a collaborate approach to working together	√	
Interest in and appreciation of healthy living projects		√
Desire to promote a nurturing community partnership with outside agencies		√
<b>Skills, Abilities, Knowledge</b>	Essential	Desirable
Ability to plan and deliver engaging, age-appropriate activities and programmes whilst using own initiative.	√	
Availability to attend weekly Sunday worship and participate as required.	√	
A commitment to the development of a Christian understanding and link within local young families.	√	
Good personal communication skills with children and young adults.	√	
Knowledge and experience of using effectively and safely IT and social media.	√	
A flexible approach to working hours to enable contact with the various youth organisations.	√	
Confidence to promote innovative ideas to create links with families and young adults.	√	
Ability to engage with young people with little or no church connection.		√
Ability to work in a team with others and help them support the work with families and young adults and children.	√	
Formal Qualification in youth work		√
An understanding of the issues that affect children, youth and families/carers and ability to relate to them	√	
Excellent communication and interpersonal skills, with the ability to build positive, trusting relationships with young people, parents, and our minister	√	

## TERMS & CONDITIONS

This contract is for a 4-year period, The post is subject to satisfactory completion of a 6 (six) month probationary period.

- Salary is based on the scale £29500 per annum, pro rata. Annual rate for year 1 is estimated to be £11700 based on £15 per hour.
- This is a part time position (15 hours per week) with a possibility of increased hours. The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the Session Clerk may vary from day to day, including evening and weekend work.
- The post is based at Broomhill Hyndland Parish Church.
- There are 6 weeks paid leave pro rata in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 9 statutory holidays.
- Line management will be Session Clerk, +/- or their deputy, Youth Elder.
- Expenses – all reasonable expenses will be covered
- Membership of Disclosure Scotland PVG Scheme is compulsory and any offer of position will be dependent on cleared application.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

## APPLICATION PROCESS

Applications should comprise of:

A personal statement, outlining your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide two referees contact details applicable to this post. References will not be contacted until later in the process.

A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.

Application and attachments should be sent to [office@broomhillhyndlandchurch.org](mailto:office@broomhillhyndlandchurch.org) marked for the attention of Barbara McTavish, Session Clerk.

Informal enquiries can be made to the Session Clerk by email or calling 07934 564 101 or [barbaramctavish@hotmail.com](mailto:barbaramctavish@hotmail.com)

Closing Date: 18<sup>th</sup> July 2025

Interview Date: TBC - July 2025