

# RECRUITMENT PACK



## Bridgeton Youth Project, Development Worker

March 2026



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](http://suscotland.org.uk) | 0141 332 1162



# Recruitment Pack

## Bridgeton Youth Project, Development Worker

### Hello.

Thank you for taking the time to explore the **Bridgeton Youth Project, Development Worker** role for the Glasgow community of Bridgeton and the St Mungo's and Eastbank Academies catchment.

24% of Scotland's young people experience relative poverty. The Glasgow council ward of Calton, which includes Bridgeton, has been found to be **the area of Glasgow with the highest rate of child poverty** in a recent Glasgow City Council Civic Report, with 35% found to be living below the poverty line.

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 new 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 as one that gives young people the opportunity to explore the Bible and respond to the significance of Jesus, while being rooted in Christian faith and values. The project seeks to support, value, and enable young people to live lives characterised by positive, healthy, and responsible choices.

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 as you consider whether this could be the right thing for you.



Robin MacLellan, CEO  
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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 – Residentials transforming lives

# JOB OVERVIEW

**Job Title:** Bridgeton Youth Project, Development Worker

**Purpose:** To develop and grow the existing work within Bridgeton, Dalmarnock, Parkhead and the St Mungo's and Eastbank Academies catchment areas.

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

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

**Location:** SU Scotland Head Office, Bridgeton and in and around Bridgeton Schools and community

**Contract:** Full-time – 37.5 hours, fixed term (3 years, extendable in line with funding)

**Managed By:** Local Youth Projects Development Coordinator

## Key Relationships:

**Internal:** Local Youth Projects Development Coordinator, Director of Development and Holidays, Ministry at the Margins Lead, Volunteers Department, Glasgow Regional Workers, SU Missions Development Manager, Holidays Manager, Gowanbank Centre Managers and Staff.

**External:** Headteachers, deposes and school staff, SU Scotland volunteers, local church leaders, other local agencies and organisations, parents/carers.





# TASKS & RESPONSIBILITIES

## **Continue to develop and establish work in local schools**

- Explore opportunities to offer small group work to address social, emotional and behavioural needs of young people
- Identify suitable resources for use with schools' groups
- Recruit and train volunteers to participate in emerging opportunities within schools
- Lead and support lunchtime and after school clubs, which may include:
  - Special interest groups
  - Informal drop-ins / safe spaces
  - SU Groups, exploring the Christian faith
- Developing a one-to-one mentoring programme for children and young people in partnership with local schools, including selecting and supporting volunteers
- Identify and take the lead in the development of work in other schools within the local 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

## **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

## **Explore and develop work within the communities around these schools**

- Build healthy and supportive relationships with young people and their families
- Establish and develop programmed activities for young people, including opportunities that help young people explore the Christian faith
- Recruit and train volunteers to facilitate the development of work with local young people out with the schools' programme
- Take the lead in planning social activities, including day trips, outings and special events for individuals and groups
- 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
- Explore the possibility of activity days for local young people in partnership with SU Scotland's Gowanbank centre
- Work with young people, families and others to ensure that new activities and/or programmes are meeting identified needs
- Take the lead in developing the local work as the project moves towards becoming an independent charity

# 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 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

## 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.**

# OTHER REQUIREMENTS

## 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.



# PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
<b>Experience and Understanding</b>		
Significant experience of hands-on roles working with young people from priority communities and an understanding of the issues they face	✓	
Experience of community-based work as paid-employment or volunteer	✓	
Understanding and awareness of Adverse Childhood Experiences and trauma informed practices		✓
<b>Leadership</b>		
Ability to inspire confidence and accept responsibility	✓	
Experience of leading teams		✓
Ability to recruit, envision, inspire and support volunteers	✓	
Ability to encourage others in Christian discipleship	✓	
<b>Aptitude</b>		
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	✓	
Capacity to multi-task across different aspects of a project		✓
Demonstrates commitment and drive	✓	
Able to articulate biblical truth in creative and relevant ways	✓	
Self-aware, a team player who is able to reflect and self-evaluate	✓	
Self-motivated, with the ability to initiate work streams		✓
<b>Work Skills</b>		
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	✓	
<b>Education / Experience</b>		
Degree-level qualification or vocational equivalent in education, youthwork, social work or community development	✓	
<b>Social</b>		
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	✓	
<b>Other</b>		
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 28<sup>th</sup> of each month.

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

## **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.



# 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 [jackie.ringan@suscotland.org.uk](mailto:jackie.ringan@suscotland.org.uk)
- Download your application forms from: <https://suscotland.bamboohr.com/careers/102>
- Submit your completed forms through the application portal on BambooHR before the closing date - **4pm, 27 April 2026**
- Interviews - **Monday 18 May 2026**
- Start date - **August 2026**

**THANKS FOR YOUR INTEREST!**



@suscotland    

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Registered office: New Olympia House, 13 Olympia Street, Glasgow G40 3TA. Telephone: 0141 332 1162  
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.