

CRITERIA	ESSENTIAL	DESIRABLE
Spiritual		
A practising Christian whose lifestyle is in keeping with Junction 12's ethos and vision, having the confidence of their church fellowship	✓	
A maturing understanding of Biblical truth and the ability to apply it in work situations.	✓	
Prayerfulness for staff and volunteers and an ability to encourage them in their faith.	✓	
Ability to articulate their faith and share it clearly and relevantly with children and young people.	✓	
A willingness to engage in external pastoral supervision	✓	
Experience		
Hold a relevant qualification; e.g. social work, teaching, youth work or community education		✓
Relevant and significant experience, backed up by training, of working with children and/or young people who are experiencing multiple forms of disadvantage.	✓	
An understanding of the effects of working in a varied and emotionally demanding job, with some unsocial hours.	✓	
Experience in participating in residential events and social activities for young people.	✓	
Experience of supporting and equipping volunteers.		✓
Skills		
Establish, develop and maintain positive professional relationships with children and young people who are growing up with, material deprivation and/or the effects of multiple adverse childhood experiences (ACES).	✓	
Develop positive and mentoring relationships with teenage boys.	✓	
Communicate effectively in an interactive and engaging manner with a wide variety of children and young people in small and large group settings and in 1-2-1 situations.	✓	
Help children and young people, especially boys engage with the Bible in relevant ways.	✓	
Be self motivated and be able to use your own initiative in the work of Junction 12 .	✓	
Develop professional relationships with a wide range of adults, including J12 staff and volunteers, school management and staff and members of the local community, including parents and carers.		✓
Inspire, support, train and encourage volunteers and project staff.		✓
Other		
Willing to use own transport and have a full current driving licence.	✓	

*It is an Occupational Requirement (Equality Act - part 1, schedule 9), that the post-holder is a committed Christian.
Appointment will be subject to a satisfactory PVG Scheme Disclosure.*