



**PENRALLT BAPTIST CHURCH  
PART-TIME YOUTH WORKER  
JANUARY 2021**

**ADVERT**

Penrallt Baptist Church is based in the centre of the University City of Bangor. Members come from a wide area and often move in and out of North Wales due to job opportunities. The youth group is transient with many going away for higher education. COVID-19 has damaged the links with youth, both the children of church members and contacts from the community and we are looking for a gifted youth worker (initially part time) to rekindle the work and develop it, particularly on-line.

We are looking for someone gifted in evangelism and discipleship to help children of secondary school (and perhaps FE) age to understand the truth of Jesus, strengthen their commitment to Christ and develop their relationship with him. The ideal candidate will have experience of running discipleship activities and undertaking regular evangelistic ministry. You will be able to work directly with young people as well as leading, encouraging and developing the existing group of voluntary helpers.

Click here for a [Person Specification](#), [Terms and Conditions of Service](#) and a [Job Description](#).

To apply for this post, please send an email to [office@penrallt.org](mailto:office@penrallt.org) by **23:59** on **Sunday 31<sup>st</sup> January 2021** to: (1) state that you wish to apply, (2) detail how your application fits the Person Specification, and (3) detail why (and/or how) you believe you would be able to fulfil the requirements of the Job Description. Please also include a full C.V.

For further information and to discuss the possibility of taking this role please contact our Minister, John Thompson ([minister@penrallt.org](mailto:minister@penrallt.org); 07931 150697).

*There is an occupational requirement for the postholder to be a committed Christian in agreement with the church's statement of faith. This is because of the teaching and discipleship responsibilities of this role.*



## Person Specification

### What we are looking for:

*Note: We are unlikely to find someone having all these attributes, but it is useful for us and for the interviewing panel to have a clearer idea of the sort of person who would ideally suit our needs.*

#### a) **Faith**

A Christian and in agreement with the Statement of Belief of Penrallt Baptist Church; with an understanding of the ethos and aims of Baptist Churches; with strong faith and who is committed to a continuing journey of personal spiritual growth. Able to take responsibility for personal discipleship and with an active devotional life.

#### b) **Character**

A passion for youth, to see them meet with, commit to, and walk with the Lord Jesus

A desire to put the interests of youth as a priority

An interest in and the ability to relate to, and understand, the culture of young people

Servant hearted, and willing to work alongside others

Personable, proven social skills in formal and informal settings

Ability to lead, to involve others around them and to encourage and train volunteers from a range of backgrounds

Ability to organise own workload and to work on own initiative

Age is not so important, but you should be fun to be with and must have a desire to work with young people while being sure of keeping appropriate boundaries

Ability and willingness to build good working relationships with other churches and to collaborate with them as appropriate for the purpose of building the kingdom of God and for the mutual benefit of all

#### c) **Communication**

Able to communicate effectively with adults and especially with young people

Previous experience of work with children/young people (employed or voluntary)

Previous experiencing of teaching in any context would be an asset particularly if this is acceptable to the teachers and heads of the local schools

Good IT Skills

Demonstrate creative use of modern forms of communication to reach, teach and mentor youth, particularly in these COVID-19 times

**d) Language and Culture**

Appreciation of the cultural background of Wales, and of Gwynedd in particular

Ability to speak Welsh is desirable, or a willingness to learn (outside of paid hours)

**e) Experience**

If you have limited formal experience of church youth work but you have a passion for youth work and strengths in some of the other areas we have listed, please do consider applying. We may well be interested to explore employing you whilst you partner with a suitable youth work organisation (YFC/Urban Saints/SU) to enhance your qualifications and develop your skills

A Driving Licence would be a benefit

Must be vetted by Disclosure and Barring Service (DBS) before employment

Two references should be supplied. Ideally one of these will be a current/previous employer or if that isn't possible, an academic reference. The other, ideally your minister, or a personal reference who knows you in the capacity of your faith journey.

# Terms and Conditions of Service



**Term of appointment:**

The contract is for an initial three years, with a six month probationary period.

**Salary:**

Your salary will be £10,000 per annum paid, monthly in arrears. Any increase of salary will be subject to an annual review.

**Pension:**

The worker may choose to make contributions to an agreed pension plan.

**Travel and expenses:**

Reimbursement will be provided for travel and other expenses that are reasonably incurred by the worker in carrying out his/her duties. For car use a mileage allowance of 45p per mile is provided.

**Hours of Work:**

The post is part time with a working week of 18 hours. Due to the nature of the work, some of these hours may need to be worked evenings and weekends. Overtime is not payable. Time off in lieu may be within one month of the overtime worked. It is the desire of the church that the work should expand into a full-time post.

**Holidays:**

The worker is entitled to 80 hours (or 20 half days) of annual leave, in addition to statutory and public bank holidays, to be taken at times agreed with the Minister and Church Secretary.

**Probation:**

The position is subject to the satisfactory completion of a six-month probationary period.

**Notice:**

Either the worker or the Church can terminate employment during or at the end of the probationary period at one month's notice in writing. Once this period has elapsed, the normal notice will be three months, but may be reduced by mutual agreement. The Church may terminate employment immediately or on such notice as it decides for serious or gross misconduct or if the worker ceases to uphold the Church's Statement of Belief.

**Sickness, Absence and Sick Pay:**

During periods of absence due to injury or sickness, the Church will continue to pay the salary in full for a period of up to three months. In respect of periods of absence exceeding one week, or where absence is more than 20% of overall hours in a month the Minister must be notified and medical certificates supplied. For periods of absence beyond three months the Church may, at its discretion, make ex-gratia payments. The Church can also give one month’s notice of termination of employment following three or more months’ absence.

**Policies:**

The following Policies are in place, and the worker should read and have a working knowledge of them:

Safeguarding                      Data Protection                      Health & Safety

Copies of these policies may be obtained on request from the church office ([office@penrallt.org](mailto:office@penrallt.org)).

In addition to the above-named policies of our own, Penrallt abides by the relevant policies of the Baptist Union of Great Britain (as listed in the BU document: L08 Employment - April 2017)

If any difference of opinion should arise in connection with the operation or understanding of these Terms and Conditions of Service, the Youth Worker shall first consult with the Minister and Church Secretary and if necessary bring the issue to the Diaconate or to the Church Meeting. The worker has the right to bring with them for such meetings a friend or colleague to act as a witness to fact.

In the event of any legal dispute the provisions of British law shall prevail at all times.

Signed by:

Penrallt Church Secretary.....

Worker .....

Date .....

## Job Description



### Job Title: Penrallt Youth Worker (Part-Time)

We are looking for someone gifted in evangelism and discipleship with young people helping them to understand the truth of Jesus, and to develop their relationship with Him.

The ideal candidate will have experience of running discipleship activities with young people, through Sunday Church, evangelistic outreach ministry, regular Bible based youth group, etc. They will be able to work directly with youth and lead, develop and encourage and support the church family to resource the work. They will be able to do this online and in person as appropriate during the coronavirus pandemic.

The worker will take leadership of the youth ministry of Penrallt Baptist Church, Bangor with the support of the minister and the church leadership team. They will seek to affirm and collaborate with other leaders in the church.

The overall vision is:

- To ensure that all young people within the life of the church are discipled, growing in their personal faith with Jesus and have opportunity to explore and use their God-given gifts.
- To widen the reach of the church ensuring all young people whom we come into contact with have an opportunity to hear and make an informed decision to respond to the Gospel of Jesus Christ and to grow in faith.

The contract is for an initial three years, with a six-month probationary period.

The worker is accountable, for all aspects of his / her work, to the Minister and Secretary of Penrallt Baptist Church.

A more detailed list of requirements is:

- To undertake personal and professional developments by study and training and participate in an annual work review
- To be responsible for effective administration of their work
- Develop and lead a youth Bible study for secondary (and perhaps FE) age children
- Plan and lead occasional evangelistic or discipleship courses (e.g. Youth Alpha), as appropriate
- Develop regular communications with the church children of secondary school (and perhaps FE) age.
- Mentoring young people as appropriate
- Develop and pioneer new evangelistic ways to reach or disciple young people in line with your own gifting and passions (e.g. music, drama, sports, dance etc.)
- Plan and lead mission trips (home and/or abroad) as appropriate
- Keep accurate records of all under 18s.
- Ensure all policies in relation to youth ministry are up to date, and volunteer teams are aware of, and working within, best practice.
- Demonstrate and ensure the best practice in safeguarding at all times.
- Help and encourage children of secondary school (and perhaps FE) age to find their God-given gifts, and mentor them into using these within the life of the church.
- Play a full role in the life of the church (Prayer Meeting, Praise Meeting etc.).

There is a Genuine Occupational Requirement under Schedule 9, Part 1 of the Equality Act 2010 that the post holder must be an active, committed, evangelical Christian.

**Application Deadline:** 23:59 Sunday 31<sup>st</sup> January 2021.

**Applications Returned To:** [office@penrallt.org](mailto:office@penrallt.org)

**Interview Date:** Thursday 11<sup>th</sup> February 2021

**For an informal chat:** Contact our Minister, John Thompson  
([minister@penrallt.org](mailto:minister@penrallt.org); 07931 150697)