# West Presbyterian Church, Bangor

# Children’s Worker – Personnel Specification

**Eligibility Criteria**

**Beliefs**

The successful applicant must show evidence a strong personal Christian faith and be a member of a Christian congregation. The essential nature of this post requires that the successful candidate be a Christian as provided for under excepted occupations in the Fair Employment Treatment (NI) Order 1998.

**Qualifications, experience, knowledge and skills**

**Essential:** the successful applicant must demonstrate:

* Third level Degree or equivalent. Where this level of qualification is not held, demonstrated experience in this field of activity may be deemed equivalent.
* a minimum of 3 years’ experience in working with children and families in either a paid or volunteer role;
* experience in coordinating and leading programmes and activities for children;
* experience in leading teams of volunteers; and
* a working knowledge of current issues that affect children and their families.

**Desirable:** the successful applicant should demonstrate:

* a relevant qualification or training linked to children’s work;
* previous paid experience in working with children;
* good ICT skills and the ability to manage social media; and
* a working knowledge of safeguarding practices and procedures.

**Key Competences**

**The successful candidate must demonstrate evidence of:**

* a passion for Children’s ministry;
* an ability to teach and engage children (0-11s);
* spiritual maturity;
* strong interpersonal, communication, organisational, and administrative skills;
* the ability to work on their own initiative; and
* the ability to work as part of a leadership team to inspire, equip, and lead others.

**Selection Process**

* Applicants should provide detailed information to show they meet the essential and, if possible, desirable criteria. If shortlisting is needed, it will be based on the quality and relevance of the evidence provided in the application form.
* During the interview, applicants must also demonstrate evidence of the Key Competencies listed above. The selection panel will ask questions to assess the applicant’s knowledge, skills, experience, and competencies, and award marks accordingly.
* Presentation: Candidates invited to interview will be required to give a 10-minute presentation to the panel before the interview begins. The subject of the presentation will be shared in the interview invitation.
* Interviews: Interviews for this position are scheduled to take place during the week commencing 27th January 2025

**Terms and condition of Service**

* This post is subject to a six-month probation period.
* The post is subject to receiving a clear Access NI check.
* There is a provision for a contributory pension scheme.
* Full terms and conditions will be set out in the Contract of Employment
* It is expected that the person appointed will become a communicant member of West Church and attend Sunday worship.