



JOB PROFILE

Job title:	Divisional Youth Worker
Purpose:	To provide knowledge and expertise to support the development and delivery of the divisional youth work strategy and enable local corps and centres to raise leaders and young people who are disciples of Jesus in our tradition of social change and justice.

Ministry with young people, is one of the key mission areas of The Salvation Army. We seek to equip and inspire young people to become passionate followers of Jesus. We take our inspiration from the first disciples to follow Jesus, and those who have come along since. We hear Jesus' simple call to 'follow' and seek to equip young people across the division to understand and contextualise this call for themselves. We hold this calling alongside the distinctives of The Salvation Army. Central to our faith formation must be a focus on holiness and action: in all we do, we will point young people towards holiness, and send them out to be transformative agents, as disciples of Jesus in our tradition of social change and justice.

The Divisional Youth Worker will work as part of the Divisional Headquarters team as well as with local youth workers (volunteer and paid) and corps leaders to extend the mission of The Salvation Army by increasing the full participation of young people through effective discipleship, leadership development and mission.

- **Discipleship:** Equipping and inspiring young people to become passionate followers of Jesus Christ.
- **Leadership:** Equipping and empowering youth and children's leaders of all ages to enhance their communities and our world.
- **Mission:** Equipping and inspiring youth and children's leaders to engage with young people, and the issues which affect them, in their community.

These three essentials underpin The Salvation Army's national youth and children's strategic framework, which is rooted in The Salvation Army's God-given identity.

Occupational Requirement:

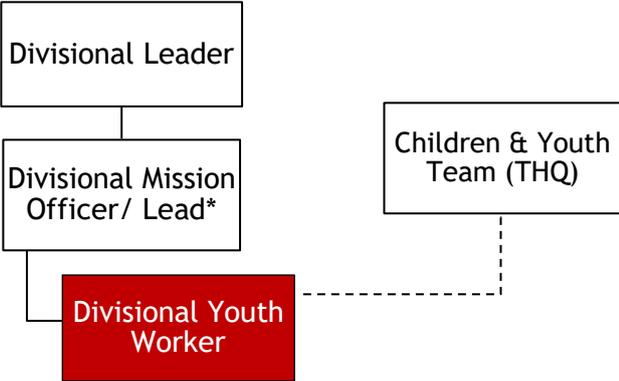
This role has an occupational requirement that the post holder must be a committed and practising Christian.



The Salvation Army’s guiding framework for children and youth work.

Our Vision	Fullness of life with Jesus for all young people	
What does fullness of life mean to young people?	Identity Purpose Belonging	
Mission and how will this be lived out	To share the good news To nurture disciples of Jesus To seek justice and reconciliation To serve others without discrimination To care for creation	By being an incarnational presence in their lives
How will this be lived out	Living right Treating others right Making the world right	
Outcome	Leaders and young people who are disciples of Jesus in our tradition of social change and justice	 Love God Love Others

Organisation Chart



* This will be determined by the Divisional Leader.

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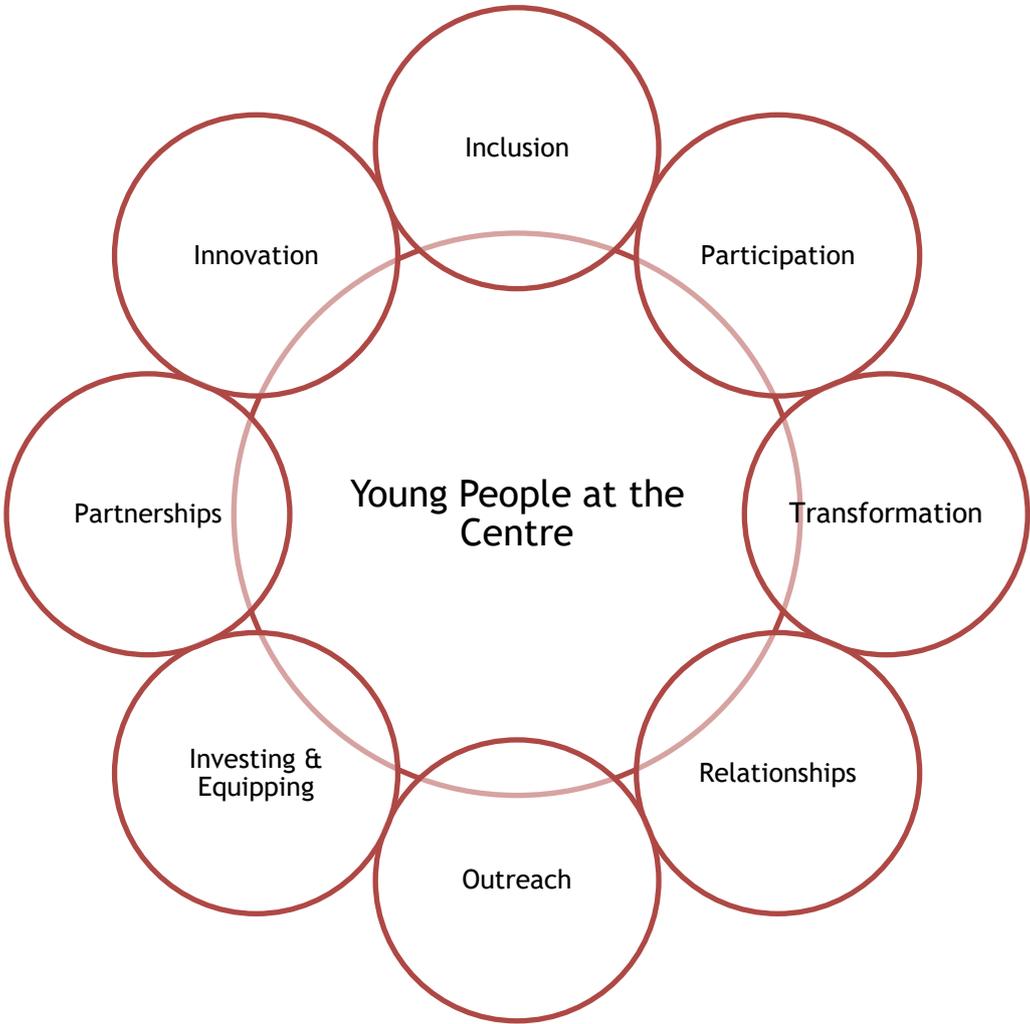


Report to:	Divisional Mission Officer/Lead
Accountable to:	Divisional Leader Children & Youth Team (THQ) for non-managerial professional supervision
Key working relationships:	<p>Internal Relationships</p> <ul style="list-style-type: none"> • Divisional Headquarters staff (Divisional Leaders, Divisional Mission Officer/ Lead, Divisional Children's Worker) • Corps Officers/Centre leaders • Local youth leaders and workers (volunteer and paid) • Trusted adults of young people • Territorial Headquarters departments: Children & Youth Team • Wider Mission Service and THQ services • Divisional youth & children's workers across the territory • Territorial Scout and Guide Advisors <p>External Relationships</p> <ul style="list-style-type: none"> • Local Authority and statutory youth and children's agencies • Schools, Colleges and Universities • Trusted adults of young people • Ecumenical youth networks and Christian youth ministry organisations • Trusts and grant awarding bodies
People management:	If needed provide outreach project line management and support of local teams and workers.
Operating budget:	Within the Divisional Headquarters budget



You will...

- Participate in the worship, mission and life of a local Salvation Army expression and support the further development of young people’s mission and discipleship resources rooted in the denomination’s theological beliefs and practises that will build up lives and increase engagement in the life of The Salvation Army.
- Aid the development and delivery of an integrated Salvation Army young person’s mission, discipleship and leadership strategy within the division to help build communities of faith and transform lives with the good news of Jesus by embedding the 8 Mission flourishing principles of:





Mission

- Working as a practitioner to support the growth of new local community outreach mission projects with young people and young adults (12 to 25-year olds) who have little or no connection with the Christian faith or The Salvation Army, in areas of deprivation and need. *(A minimum of one day per week)*
- Operate within a being-with and being-for mode of mission, to include and increase youth and young adults' participation and create communities of faith that transform lives with the good news of Jesus.
- Provide practical knowledge, support, e.g, securing funding, expertise, resources, coaching and training to local corps to deliver and develop a wide range of community youth outreach projects, including building external partnerships with schools, statutory /voluntary services and with ecumenical networks.

Discipleship

- Embed a relational model of ministry that supports faith formation intergenerationally more effectively across different places and spaces of the young person's life, including home, church and school that deepen their sense of identity, purpose and belonging.
- Creatively promote and explore young people's discipleship within The Salvation Army's tradition of social change and justice including practical service, advocacy and campaigning rooted in theological reflection.
- Promoting soldiership as a covenanted lifestyle and radical expression of discipleship as well as assisting with the identification, recruitment, and training of applicants for Salvation Army Officership.
- Enable young people to experience 'Fullness of life with Jesus' in broader contexts through creative events and residential opportunities.

Leadership

- Serve local corps and centres with the management of their youth workers / leaders (volunteer/paid) through professional support, mentoring, training, including promoting commissioned youth roles, to be more effective in their mission with young people.
- Identify and nurture the development of youth leaders and young leaders through divisional and territorial programmes, e.g RAISE youth leader training and local volunteering opportunities.
- Speak and lead youth leader/worker gatherings, meetings, training events and prayer/worship meetings.



Communication & Support

- Growing The Salvation Army's work with young people through effective communication throughout the division, e.g share learning, good practise, innovation, ideas, key contacts and resources, including using social media to enhance and promote leadership, discipleship and mission.
- Undertake training as deemed necessary and participate in regular performance review meetings with your line manager.
- Invest in building strong collaborative and co-operative working practices with the Children & Youth team, including Non-Managerial Professional Supervision, attending Territorial children and youth events, gatherings and building with other key stakeholders throughout the wider organisation.

You have...

- A degree with relevant youth work qualification and/or excellent knowledge and experience in the discipleship of young people, leadership and mission with young people and their leaders. (A,I)
- The ability to think and reflect theologically around mission and discipleship with an in-depth understanding of cultural pressures facing young people and young adults to develop their faith in Jesus. (A,I)
- Proven experience of Salvation Army youth programmes and structures and the knowledge of designing, implementing, and improving programmes of work and ministry to include a range of styles and models, including forums, small groups and one-to-one discipleship. (A/I)
- Practical knowledge and experience of developing community youth outreach projects, e.g. youth clubs, school based mentoring programmes and the creation of outreach and discipleship resources. (A,I)
- The ability to work flexibly to deliver the requirements of your role such as evening work/weekend work/overnight and residential weeks throughout the year (A,I)
- Technical skills relevant to the delivery of your duties including project management skills, financial management skills and stakeholder engagement skills including strong experience of social media. (A,I)
- Demonstrable excellent communication skills (written, verbal, and presentational) with the proven ability to convey information and provide advice effectively to young people and colleagues. (A,I)
- Excellent interpersonal skills with the ability to develop successful, collaborative and influential working relationships with colleagues and external partner stakeholders to improve and enhance mission delivery. (A,I)
- Proven experience of analysing, developing and improving operational processes in response to organisational requirements and the evolving needs of young people. (A,I)
- Excellent organisational skills, effective time management and the ability to prioritise work, and be able to respond to tight deadlines. (A,I)

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- A strong understanding and experience of compliance/regulatory requirements relevant to the role including safeguarding and health and safety. (A,I)
- Proven strong experience of using IT software such as Microsoft Office (Word/Excel/Powerpoint), Outlook and Teams to enhance and improve the delivery of your duties. (A,I)
- A full UK driving licence. (A)
- A valid DBS/Disclosure Scotland/AccessNI certificate. (A)

You may have...

- Masters in a relevant discipline or relevant equivalent practical experience. (A)
- Safeguarding qualifications. (A)
- Formal theological training (A)
- Media creation knowledge/experience such as writing articles, design, creating podcasts and video content (A,I)

How criteria will be assessed - (A) application form; (I) interview; (T) test; (P) presentation and (R) references.

Living Out Our Salvation Army Values

Everyone involved in The Salvation Army is encouraged to embody our mission and develop and improve how we express our values. Our values and the behaviour that flows from them help us develop good relationships, contribute to a sense of wellbeing and help us integrate what we do with how we do it.

- **BOLDNESS:** We will courageously and confidently seek to fulfil our five mission priorities: share the good news, seek justice and reconciliation, nurture disciples of Jesus, serve others without discrimination, care for creation
- **COMPASSION:** We will serve with the unconditional love and grace of God as the pattern for our behaviour, with a bias to the poor and marginalised
- **PASSION:** We will bring our best selves, our God-given energies and our convictions to our work, service and learning, whether as officers, members, employees or volunteers
- **RESPECT:** We will welcome each person with the dignity of those created in the image of God, valuing their diversity, seeking to serve each other's flourishing and transformation within God's love
- **INTEGRITY:** We will be honest and transparent in all our dealings with each other and those we serve, being open about our motives and agendas
- **MUTUAL ACCOUNTABILITY:** We will willingly and freely give full account for our actions to those we interact with and expect the same in return, recognising the link between individual responsibility and mutual accountability

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This is the job profile as it is constituted at the date shown. It is the practice of The Salvation Army to examine job profiles in order to update them periodically and ensure that they relate to the job being performed, or to incorporate any proposed changes.