



## CHILDREN'S WORKER

FULL OR PART TIME (F/T = 37.5 HOURS PER WEEK),  
HAPPY TO CONSIDER FLEXIBLE WORKING PATTERNS

**We are looking for someone who loves Jesus, has a heart for the younger generation and is happy to get stuck in with our church family, as we serve God and our community.**

We are looking for a Children's Worker to support our vision to help people 'do life' with Jesus, which in this role will involve the following:

- **Nurture** the children (0-11 year olds) and their families within the church;
- **Grow** new ways to engage with children and families outside of the church;
- **Oversee & Equip** the volunteers who are involved in our work in this area.

**Closing Date:** 2 June 2024

**Shortlisting:** 10 June 2024

**Interviews:** The week beginning 17 or 24 June 2024

**Anticipated Start Date for Successful Applicant:** late September 2024

# JOB DESCRIPTION

**Job Title:** Children's Worker

**Hours:** We are happy to discuss with the 'right candidate' different working patterns/hours to suit their circumstances.

37.5 hours per week is a guide for a full time basis.

The role requires some flexibility, and whether full or part time, there is an expectation that the Children's Worker would be available for work some midweek evenings and at weekends. We would expect the post-holder to establish with their Supervisor healthy and sustainable working practices.

**Salary:** £28-30k per year, pro rata, subject to experience and qualifications.

**Holiday:** 25 days, pro rata, in addition to Bank and Public Holidays

**Accountable to:** The Rector and PCC of St John's Church

**Role Purpose:** We are looking for a Children's Worker to support our vision to help people 'do life' with Jesus, which in this role will involve the following:

- **Nurture** the children (0-11 year olds) and their families within the church;
- **Grow** new ways to engage with children and families outside of the church;
- **Oversee & Equip** the volunteers who are involved in our work in this area.

## KEY OBJECTIVES

- Connect more children and families in our local community to faith in Jesus through creative, missional outreach.
- Develop and deepen the spiritual life of the children connected to St John's.
- Encourage and equip families to raise their children as devoted followers of Jesus.

## MAIN DUTIES & RESPONSIBILITIES

### Nurture

- Exercise active pastoral care for children and families, referring to specialist help where appropriate;
- Lead and shape our 'All Together' services in ways that are relevant and accessible to young people, including those with additional needs, and which encourage intergenerational worship and relationships;
- Shape ways to welcome young families at St John's despite the constraints of our building;
- Assess and develop activities beyond Sunday that help our children with their discipleship;
- Support and equip parents/carers to play their key role in helping their children become life-long 'apprentices' of Jesus, helping them navigate contemporary life;
- Work with safeguarding officers to ensure we meet the requirements of our safeguarding policies in relation to all our activities with children.

### Grow

- Expand our existing work with parents and under 5s;
- Initiate and implement new and creative ways to engage with children/families in our community;
- Develop termly events/holiday activities that encourage friendships and a sense of community;

- Take a lead in the delivery and development of our work with the two primary schools in our parish, including taking assemblies and hosting visits to the church;
- Develop natural pathways for children/families to explore faith after initial connection with the church;
- Collaborate with other churches across town and run with opportunities which are better undertaken in partnership.

### **Oversee & Equip**

- Lead, oversee and co-ordinate our regular children's ministries, ensuring that our activities help them live out faith in their daily context;
- Recruit, train and support volunteers to work across our children's ministry and provide resources/materials to help them deliver sessions;
- Advocate for the needs and wants of the children in the church;
- Create appropriate social media/communications content to engage effectively with our church and community within the digital landscape;
- Ensure good organisational and administrative systems for our work with children/young people, parents and volunteers;
- Help ensure a smooth transition for children into our work with young people of secondary school age.

## **TERMS OF APPOINTMENT**

- This is a 3 year appointment initially;
- A successful applicant will need to live in the local vicinity of St John's parish, or have a valid driving licence for the UK and access to the use of a car;
- The job description terms and conditions and role will be reviewed annually;
- An enhanced DBS check will be carried out prior to appointment;
- Working expenses will be reimbursed according to PCC policy;
- The PCC will make a pension contribution in line with national guidelines; and
- There will be a probationary period of six months.

## APPLICATION PROCESS

Application forms can be downloaded from our website, or can be obtained from our Parish Administrator, Margaret Kingman ([parishadmin@stjohnsww.com](mailto:parishadmin@stjohnsww.com)).

Application Forms should be completed and returned by midnight on 2 June 2024 to the Rector, Jonathan Ward ([jjhward75@gmail.com](mailto:jjhward75@gmail.com)).

# PERSON SPECIFICATION

	Essential	Desirable
<b>Experience, Understanding &amp; Skills</b>	<ul style="list-style-type: none"> <li>- A proven track record of working with children and their families, and the ability to enthuse the 0-11 age group.</li> <li>- Previous involvement in developing initiatives to connect with the community beyond the church.</li> <li>- Experience of 'discipleship' work with children from a range of backgrounds and church experience.</li> <li>- Ability to communicate with children, parents and volunteers, including being comfortable 'up front'.</li> <li>- Confident and creative in the use of social media and age-appropriate resources.</li> <li>- Experience of schools work, including assemblies.</li> <li>- A thorough understanding of Safeguarding policies and the ability to adhere to and ensure volunteer compliance of them.</li> <li>- Awareness of the mental, emotional and spiritual impact of contemporary life on children.</li> <li>- Competent IT skills.</li> </ul>	<ul style="list-style-type: none"> <li>- Full, clean driving licence.</li> <li>- Basic training in supporting young people with their emotional wellbeing.</li> <li>- Understanding of how to engage well with children with additional needs.</li> <li>- Experience of working collaboratively with other children's workers.</li> <li>- Familiarity with organising children's holiday clubs.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>- Good relational and communication skills, with the proven ability to oversee and</li> </ul>	<ul style="list-style-type: none"> <li>- The ability to identify gifts in others, nurture them and offer</li> </ul>

	<p>encourage volunteers, build teams and delegate responsibilities.</p> <ul style="list-style-type: none"> <li>- A natural self-starter, who is able to take initiative, plan and execute work without close supervision.</li> <li>- A team player whose instincts are to work collaboratively, with the ability to motivate and encourage others.</li> <li>- Experience of organising effective events.</li> <li>- Understands the importance of being a 'role model' to children, and is able to implement appropriate boundaries.</li> </ul>	<p>avenues for those gifts to find expression.</p>
<p><b>Key Qualities, Faith &amp; Character</b></p>	<ul style="list-style-type: none"> <li>- Someone who recognises the fundamental importance of devoting attention to their own walk with Jesus.</li> <li>- A heart for children and their families, and longs to see children grow to love Jesus and be filled with the Holy Spirit.</li> <li>- A desire to see the 'good news' of Jesus shared with unchurched children.</li> <li>- Someone with high emotional intelligence able to navigate healthily a wide range of relationships.</li> <li>- A positive, 'can-do' attitude.</li> <li>- A commitment to the local church.</li> </ul>	<ul style="list-style-type: none"> <li>- Not easily fazed by the perspectives and lifestyles of those outside the church.</li> <li>- An understanding of Church of England structures and procedures.</li> </ul>

	- At ease with informal expressions of church and worship.	
<b>Education</b>	- A good standard of education, in line with the requirements of the post.	- Some evidence of theological dexterity and an ability to confront contemporary issues through a theological lens.

**Note:** *There is a genuine occupational requirement that the job-holder is a Christian, comfortable working within an Evangelical Anglican Context. Appointment is subject to satisfactory references and a satisfactory DBS disclosure at an enhanced plus level.*



# ROLE PROFILE

Thank you for taking the time to consider this role.

We hope that as you prayerfully consider the position, you experience God stir you for what is involved, and you are drawn to the possibilities that He might open through it.

St John's has a friendly, informal feel. We typically describe ourselves as 'family' which probably reflects our size, but also the character we value as a church. We tend to sit lightly to labels, but as far as it is helpful, we might best be described as a gently charismatic, 'open evangelical' church. There is a lot of information on our website, including the church's vision, as well as details of our regular activities, and we hope this also gives you some sense of who we are. However, we recommend that you visit us on a Sunday morning for one of our 10am services to see if we are the sort of community in which you might serve and thrive.

Like many churches, we've worked through some challenges in the past 5 years, but there is a keen sense of anticipation at what God is calling us towards. Opportunities abound, and it's our desire to appoint someone who has a heart, and the gifting, to reach children beyond the church, as well as care for those who are already part of St John's. If that dual missional and pastoral impulse resides within you, then we'd love to hear from you.

We also want to reassure you that we know this is a precious work that never rests on just one person's shoulders. We don't expect a Children's Worker to pull off unrealistic transformative feats, and you would be joining a church family who will journey alongside and support you in this ministry.

We are also mindful that applying for a new role is no small undertaking. Please don't hesitate to be in touch if you have any questions, and rest assured that we will be praying for you, as you weigh the matter with God.

With every blessing.

Jonathan Ward (Rector) & the St John's team

**Email:** [jjhward75@gmail.com](mailto:jjhward75@gmail.com)

**Telephone:** 07530 546474

[WWW.STJOHNSWW.COM](http://WWW.STJOHNSWW.COM)

**St John's, Off Layhams Road,**

**West Wickham, BR4 9HJ**