HULL VINEYARD

Youth Pastor
Person Specification

Qualifications

- Essential
  - Commitment to ongoing personal and spiritual development through training, reading and mentorship.
  - Willingness to undertake safeguarding training and relevant development opportunities.

- Desirable
  - Relevant qualification or training in youth work, pastoral ministry, theology, education or a related field.
  - Recognised training in safeguarding or working with children and young people.

Skills / Abilities

- Essential
  - Ability to communicate effectively with young people aged 11–18, parents, volunteers and church staff.
  - Strong interpersonal and relationship-building skills, with the ability to build positive, trusting relationships with young people.
  - Ability to create a welcoming, inclusive and spiritually engaging environment for young people.
  - Ability to encourage young people to grow in worship, prayer and biblical understanding.
  - Ability to recruit, motivate, train and support volunteers and develop a healthy team culture.
  - Strong organisational and administrative skills, with attention to detail and the ability to meet deadlines.
  - Ability to plan and coordinate youth gatherings, events and activities, including logistics, communication, transport and risk assessments.
  - Ability to maintain accurate attendance, consent, safeguarding and communication records.
  - Ability to work collaboratively with church leadership, ministry teams, parents, volunteers and the safeguarding team.

- Ability to work on own initiative, manage competing priorities and delegate responsibilities effectively.
- Ability to work responsibly within a budget and follow church policies and procedures.
- Integrity, sound judgement, emotional resilience and an understanding of appropriate boundaries when working with young people.

- Desirable
  - Experience of organising camps, residentials or large youth events.
  - Experience of mentoring young people or developing links with local secondary schools.
  - Experience of preparing or monitoring a ministry or project budget.

Work Experience

- Essential
  - Experience of working with young people, ideally within the 11–18 age range.
  - Experience of planning and delivering group activities, events or programmes.
  - Experience of working with and supporting volunteers or teams.
  - Experience of working responsibly in line with safeguarding procedures and organisational policies.

- Desirable
  - Experience of leading or developing a youth ministry or youth programme.
  - Previous involvement in church-based youth ministry or a related leadership role.
  - Experience of recruiting, training and developing volunteer leaders.
  - Experience of youth mentoring, community outreach or working with local secondary schools.
  - Experience of contributing to safeguarding systems, training or reviews.

Knowledge

- Essential
  - Understanding of safeguarding responsibilities when working with children and young people, and willingness to maintain up-to-date knowledge and training.
  - Understanding of the Christian faith and a commitment to helping young people grow in worship, prayer and biblical understanding.
  - Understanding of the vision, values and ethos of Hull Vineyard and the UK Vineyard, and ability to work within that framework.

- Understanding of the importance of safe practice, appropriate boundaries and compliance with relevant church policies and procedures.

- Desirable
  - Knowledge of relevant safeguarding guidance and good practice for youth work.
  - Understanding of youth mentoring, community outreach and engagement with local secondary schools.

Special Factors Relevant to the Post

- A practising Christian who is expected to be or become a member of Hull Vineyard Church and regularly attends Sunday church services.
- Ability to agree with and uphold the VCUKI Statement of Faith.
- Commitment to the vision, values and mission of Hull Vineyard.
- Willingness to attend the annual Youth Camp/DTI in late July or early August, and attend staff meetings, away days and training as required.
- Willingness to work flexibly as the role develops and to support the wider mission and ministries of Hull Vineyard.
- Willingness to contribute to the life of the church beyond contracted hours, as described in the job description.

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