
Application for employment

Let's change things together

Job title:

Assistant Director

Reporting to:

Souster Youth Director

Reporting to this

position: **Souster Youth
Staff & Volunteers**

Salary range:

£26,000 – £30,000pa

Depending on qualifications
and experience.





Let us introduce ourselves

Souster Youth is an exciting new youth work organisation in the East Northamptonshire area, principally working in the market towns of Oundle and Thrapston since February 2016. We work to transform the social, emotional, and spiritual health of young people in our area. We work in schools, churches, and the local community.

In our first year we have been developing our work in local schools, mainly in Prince William School, Oundle. Up to now this has mainly involved group work and 1:1 support, but with the right team we can do **so much more**.

We have been well received by local churches and are forming good early

relationships with leaders. There are many opportunities to work closely with local churches who are keen to develop good youth work and already have many capable and committed youth work volunteers ready to get started. Partnering with our Diocese, we also run training events for youth workers and volunteers to equip them in their work with young people.

Our area: With its affordable housing, outstanding schools, rural location with well-established transport links, and welcoming towns and villages, this is a great place to live. And with a national youth festival relocating to the Peterborough area, this is poised to become a key hub for Youth Work moving forward.



It's what makes us tick

Share

the good news of
the Christian faith
with young people

The opportunity is big, but the challenge is even **bigger**. Out of 1,500 young people in our locality, less than **50** of them are in local churches each week. We want to change this and help young people engage in faith in meaningful ways.

Care

for young people
when they need
it most

Many needs of young people currently go unmet, partly because of a lack of provision and partly because of the huge demands placed upon services. We work to address the most pressing needs of young people, including; anxiety, self harm, sex & relationships, and spiritual & moral development.

Dare

the local church
to get involved
and become a
welcoming place
for young people

We want to help churches start **new** youth work, and strengthen what they already do with young people. Local churches can become places where young people are nurtured, challenged, and inspired both now and in the future. We want to help make this a **reality**.



My, haven't we grown!

Our organisation is growing quickly, much faster than expected and now we need to find the right people to take the work forward.

We are currently developing plans for a brand-new youth centre in our local area, serving as a base for our growing team and a hub for youth work and training. We're also finalising a permanent chaplaincy base in a local school, and weekly discipleship communities to help young people embed faith practices into daily life.

This is an exciting opportunity for you to do something innovative. We are well resourced, and have everything you need to reach your potential. You will be given the freedom to develop and grow, using your skills. We're looking for the right person to take up the challenge.

If you want to make a lasting difference to young people's lives, this is a great time to join **Souster Youth**.



The **Assistant Director** is the second major appointment for Souster Youth and will play a key role in leading and developing our work. Souster Youth needs a dynamic, creative, and goal orientated leader to support the Director in communicating our vision and delivering high quality work with young people. The Assistant Director needs to have excellent interpersonal skills and be a good communicator.

Team structure:

The Assistant Director is the second major appointment for Souster Youth and will play a key role in leading and developing our work. Souster Youth needs a dynamic, creative, and goal orientated leader to support the Director in communicating our vision and delivering high quality work with young people. The Assistant Director needs to have excellent interpersonal skills and be a good communicator.

Key responsibilities and tasks

1. Help deliver the vision of Souster Youth:

1.1 To support the Director in the development and implementation of the strategy for Souster Youth to achieve its vision.

1.2 To be a trusted representative of Souster Youth in multiple forums, clearly communicating our vision, and embodying our values.

2. Recruit and manage volunteers:

2.1 To lead on the recruitment of volunteers to join the Souster Youth team.

2.2 To provide line management for agreed volunteers within Souster Youth and support them in their development.

3. Develop and deliver programmes, training, and resources in response to the needs of young people:

3.1 To continually develop your understanding of the issues young people face and help to develop programmes and interventions that address unmet needs in the local area.

3.2 To support the training and development of local youth workers and volunteers in consultation with the Director.

3.3 To build and strengthen relationships with key Senior Leaders and staff members in schools, to identify emerging needs and opportunities for faith development.

3.4 To research widely and be alert to emerging faith development needs and opportunities for young people, locally and nationally.

4. Work directly with young people in schools, churches, and the local community:

4.1 To deliver high quality lessons and assemblies in local schools.

4.2 To support the discipleship of young people in local churches and the community.

4.3 To support the delivery and evaluation of programmes that help young people to explore the Christian faith in local high schools, with the assistance of local church youth workers and volunteers.

4.4 To build strong relationships with schools, churches and the local community.

5. Fulfil wider responsibilities as a member of Souster Youth:

5.1 To participate, as required, in meetings, training and development, and staff activities within Souster Youth, including attendance at three compulsory 48-hour retreats each year in partnership with Youthscape, a national youth organisation based in Luton.

5.2 To deputise for the Director during periods of leave or absence.

5.3 To support, as required, other Souster Youth work in consultation with the Director.

Conditions of employment

Location:	Thrapston, Kettering
Salary:	£26,000 - £30,000pa (Depending on qualifications and experience)
Hours:	37 per week
Transport:	Employee to provide own vehicle (including a clean licence and business insurance)
Holiday:	25 working days, plus bank holidays on a pro rata basis
Probation:	6 months
Termination:	3 months by either party



Here's what we're looking for

Skills

- Inspiration, leadership, and management of others
- Intentional relational working
- Creative insight and engagement with others
- Development, delivery, and evaluation of strategy
- Intellectual capability
- Judgement and decision-making
- Christian theological praxis
- Honesty and integrity
- Personal effectiveness and self management

Knowledge

- Safeguarding policy and practice
- Adolescent development
- Structure and operation of local authorities, education, and other services for young people

Experience

- Working with young people in formal and informal settings (including Christian Youth Work)
- Developing, leading and implementing strategy and projects
- Public speaking in various contexts
- Successful work with a wide range of organisations and with people of differing cultures and beliefs

Qualifications

- Undergraduate degree (relevant degree preferred)
- Evidence of ongoing professional development
- Evidence of involvement in training, reading, academic study, or other personal development relating to young people.

Values and ethos

Essential to the role, is a commitment to the ethos of Souster Youth. There is an occupational requirement (OR) for Souster Youth to employ a committed Christian to this role.



Here's how to apply

Applications by **CV** and **covering letter** addressing the key responsibilities, tasks and person specification to be received by:

19th May, 2017 to jason@sousteryouth.org

Interviews to be held on **Thursday 15th June, 2017**. Successful candidates to begin employment as soon as possible.

For an informal chat about this post, please call Jason Royce on **07833 251231**.

Existing Souster Youth terms and conditions of employment apply.

Souster Youth is committed to safeguarding the welfare of young people and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received. The Souster Youth Trust is a registered charity: 1162368