



Play your part in identifying, equipping and developing leaders to change their communities with the hope of Jesus

You will be responsible for developing relationships with young people in disadvantaged communities, supporting them to reach their full potential.

Innovista

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Innovista International is a charity registered in England and Wales (1108679) and a company limited by guarantee (5371169).

About Innovista

Thrive Teams is an initiative of Innovista, working in disadvantaged communities in Oxford.

Innovista exists to grow life-changing leadership in hard-to-reach and unlikely places.

When Jesus chose his first followers, he didn't pick the obvious contenders but instead opted for ordinary men and women. They were hardly the people you'd have expected to be the leaders of the early church, but nevertheless these men and women went on to achieve great things in His name.

Just as they changed their communities, so today we seek to identify, equip and develop those we think can change the communities they live in; however difficult that may be; however unlikely their leadership may seem.

Over the past 18 years we've seen the difference that this makes, for leaders overseas and at home in the UK.

Thrive Teams started in the UK in 2010 to develop young people to reach their full potential and to bring about change in their own lives and in their community.

Join us today to help us bring hope in hard to reach places.

We believe it can change the world.

About the role – Job Description

Reports to: Thrive Teams Leader

Location: Barton or Blackbird Leys, and the Innovista International office, Oxford

Hours: Full time (including some evening and weekend work)

Salary: £22,000-£24,400 depending on qualifications and experience

Occupational Requirement: This role has an Occupational Requirement to be filled by a Christian under the provisions of the Equality Act (2010)

Purpose of the role

Thrive Teams develop young people to bring hope and lasting change to disadvantaged communities. The youth worker will pioneer, develop and sustain work with young people that helps them to realise their potential, contributing to individual and community transformation.

Ethos

As part of the core team of staff and volunteers, the youth worker will live in the area where they work, and will adopt our partner church in that community as their church. We ask that all staff commit long term to the role to build meaningful relationships and be effective in bringing transformation in the lives of young people and their communities.

Role responsibilities

Youth work

- Build relationships with local young people and their families
- Carry out detached youth work in the community
- Identify the needs of local young people, develop activities which address these needs, and help young people to develop emotional, behavioural, relational and leadership skills

- Carry out one-to-one and/or group mentoring
- Be available (within reason) for first contact in crisis situations
- Contribute towards the monitoring and evaluation of the team's activities
- Support the team leader in the recruitment and support of volunteers
- Exemplary compliance with Safeguarding policy and practice
- Pursue your own growth and development (as agreed in your personal development plan)
- Be involved in team fundraising activities
- Contribute to administrative tasks in the office

Outreach and discipleship (in partnership with the church)

- Develop creative and relevant ways to help young people explore Christian faith
- Help young people to grow in faith that changes their lives and impacts those around them
- Work in partnership with the church leadership and volunteers to engage and support young people and their families
- Maintain positive relationships with other local churches
- Play a full and active role in weekly staff prayers, training and other team-wide activities
- Play a full and active role in the partner church

Notes

Job Description

This Job Description is not exhaustive and changes may be required as the organisation develops. Changes to this job description will be carried out in consultation with the holder of the post.

Personal Development

At the heart of our ministry is a team of exceptional people who pursue excellence in their work and personal development. Our culture expects and rewards learning, because we know that investing in our team is one of the best decisions we can make. Each staff member has a Performance & Development Plan designed to enhance job performance.

Confidentiality

Any information relating to people contacted by the charity acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff.

Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members or with the line manager.

Safeguarding young people

Innovista 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 successful candidate for this post will be asked to apply for a Disclosure at the enhanced level. Further information about the Disclosure scheme can be found at <https://www.gov.uk/dbs>.

About you

Education and experience

You have...

Essential

- Experience of working with young people in a range of contexts (detached, resilience building, mission and discipleship)
- Helped young people to improve their emotional, behavioural and relational skills
- Experience of discipling young people

Desirable

- Relevant qualifications/degree in youth work and/or theology (or equivalent qualification e.g. social work)
- Experience of working with young people from a disadvantaged background
- Qualifications/training in safeguarding

Knowledge and understanding

You have...

Essential

- Knowledge and understanding of the needs of disadvantaged young people and the barriers to them reaching their potential
- An understanding of discipling and/or mentoring young people
- Knowledge and understanding of the Bible and how to apply it in the context of disadvantaged young people

Desirable

- Knowledge of local youth work provision and churches
- Understanding of reflective practice in youth work

Skills

You have...

Essential

- Ability to plan, deliver and facilitate engaging and effective sessions with young people
- Strong listening and communication skills, and are excellent at building and maintaining relationships
- Admin & IT skills (report writing, emails, database)
- Ability to work in a team, dealing constructively with conflict

Desirable

- Ability to work with a team of volunteers

Character

You are...

Essential

- A committed and growing Christian, passionate about seeing young people develop in every area of life
- Committed to Thrive Teams' vision and ethos, and able to commit long term to the work
- Someone with good organisational skills, and able to set priorities and deliver to deadlines
- Someone with initiative and able to develop initiatives in pursuit of change
- Resilient when working with challenging young people
- Committed to your own personal and professional development

Desirable

- A car owner with a full driving licence

In addition, you will be actively engaged in an evangelical church. You will be comfortable sharing Jesus and your relationship with Him, and applying your faith to all aspects of your work. You will be expected to participate in staff prayers and to pray for the organisations' work with others.

Be part of the story

Across Europe, Russia and Central Asia we are identifying, equipping and developing hundreds of leaders; ordinary people who have been called to make a difference in the communities within which they live.

Closer to home, our Thrive Teams work in 3 disadvantaged communities in Oxford; identifying, equipping and developing young people to change their own futures and that of their communities. Our Youth Ministry Training equips youth workers for mission in other disadvantaged communities.

In all of these places, we work alongside the local church to bring transformation through Jesus.

Why? Because, simply put, knowing Jesus changes everything.



A day in the life of South Abingdon Youth Worker, Rebecca

Thrive Teams youth workers are out in the streets, schools and community spaces of three Oxfordshire estates – day in, day out.

And they don't come in for a few hours and then leave. Wherever possible, they live in the communities they serve for the long term. All they do is driven by a passion to show young people growing up in disadvantage just how much they matter.

As trust grows, young people start to believe in themselves and their power to change things – and all kinds of breakthrough can happen.

But what does this work look like in practice?

No day is the same when you work with young people. South Abingdon-based Rebecca Napier invites you to walk with her through a typical day.

'I start by heading to the prayer room at Christ Church, where youth workers from across town gather every week. Few of us are part of a big team, so time together to share the latest news, plan and pray for each other means a lot.

We publicise each other's clubs and events to the young people we know, and work together on joint projects like school prayer spaces. It's a great way to make the most of limited resources – and really encouraging.

Then I catch a lift to the local secondary school, where my Thrive Teams colleagues Matt and Daniel and I spend time hanging out with kids on their lunch break.

A chat or a game of football can mean more to a kid who's having a hard day than you'd ever think. It shows them they're not alone, and that someone's looking out for them.

Kids who are feeling down or upset get listened to, and those who feel lonely get included. When arguments kick off we're there to defuse tension. Kids who are struggling can have a laugh or get something off their chest. That way, they know they've been seen and heard – and understood.

When lunch hour's over it's time to grab my own lunch – and a mocha for an energy boost. Matt, Daniel and I check in with each other about any concerns or opportunities we've spotted.

Then it's prep time: a quick trip to the shop for drinks, dips and crisps for Gaming Club. First comes set-up, then an hour and a half of games, chat and fun, with Xboxes, jenga, football, crafts and sometimes a team game to bring everyone together. It's lively and there's lots of laughter.

As the last people finally leave, we pack up and then I head home for some much-needed food, chill-time and a debrief with my sister.

It's a demanding job, but I can't tell you how much I love seeing young people begin to grow in trust and self-belief.

My dream for young people in South Abingdon is that they get a chance to dream for themselves. I want them to see that they can step up, be an active part of their community, explore faith and find hope for the future.'



**Rebecca's story shows just a small part of what we do...
Across several countries, we are identifying, equipping and developing leaders through training, various types of youth work, partnering with other organisations and so much more!**

If you are interested in being part of the story and using your gifts and skills to see young people released to live out their God-given potential, why not apply to join our team?

How to apply

To apply please download and complete the application form, and sign the Statement of Faith to signify your agreement with it. Submit your application form and signed Statement of Faith [here](#).

Closing date for applications: Sunday 9 June 2019
Interviews are scheduled for Thursday 13 June 2019

Still got questions?

If you have questions about this role, please contact Sarah James (Thrive Teams Regional Manager) - sarah.james@thriveteams.org. For any other queries regarding your application please contact Karen Buttimer (HR Coordinator) - jobs@innovista.org.

We look forward to hearing from you!