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Job Description and Person Profile Children & Youth Worker Lead

Monday 27th January 2025

Thank you for expressing interest in our new staffing position for a Children and Youth Worker Lead. While our preference is for a fulltime role, this position could also be filled by 2 part time roles and so we are open to applications for Part Time Children’s Worker or Part Time Youth Worker.

Perth is a beautiful place to live and work, and this is an exciting time for us at Trinity as we enter the next phase of our vision. We are looking forward to passionately pursuing what we believe God is leading us into, specifically among our young people and children. Perhaps God will call and use you to help and challenge us in these next steps!

We will be praying throughout this process, for you and for us, asking God to lead us as we build this team together. May we together sense and discern His voice. Thank you!



Grace & Peace

Ian Wills
Lead Pastor.

Job Title:	Children and Youth Worker/Lead
Responsible to:	Lead Pastor
Responsible for:	Development and Oversight of Children and Youth Work
Hours:	This role can be offered as one Full-Time (37 hours) or 2 Part-Time roles (PT Children – minimum 0.3 FTE; PT Youth – minimum 0.5 FTE).
Location:	Trinity Church of the Nazarene, Perthshire, Scotland. Hybrid working (church building, home, detached/third space)
Salary & Benefits:	FTE Salary £26-30k + Pension 25 days holiday plus 9 bank holidays Pension (5% employer contribution; 3% employee contribution) <i>(Salary/Benefits reviewed annually & are pro rata for Part-Time role)</i>

About Trinity:

Trinity Church Perth was founded in 1909 and is part of the International Church of the Nazarene. We are a worshipping community of around 350 people gathered from across the “City-Region” of Perthshire and located in a prime site in Perth’s City Centre. In the last 10 years the Church has experienced significant growth and is now looking to develop our life as a growing “intergenerational” congregation. As a Regional Church Family, our mission is expressed as both a ‘Gathered City Centre’ Church, serving & blessing the city, and a ‘Scattered Congregation’, serving & blessing the places we live, work, and socialise.

Trinity is a vibrant worshipping community and includes people of all ages and stages of life, with recent growth among children and young families. In 2021, we completed a new facility with a 400-seater worship space/auditorium and are currently preparing for the refurbishing of our existing building. Together these facilities will help us serve the city, region, and nation encouraging ministry, mission, collaboration, training, and gathering.

While we love being together in worship our aim is to release the “whole people of God, into the whole mission of God, with the whole heart of God, in the power of the Spirit, for the glory of Christ”.

About the role:

We are seeking a passionate, energetic, and resourceful individual to serve as our Children and Youth Worker Lead in the Church and Community within the wider Vision Goals of the Church. Your focus will be working with children and young people, helping them grow in their Christian faith, and leading innovative, engaging programs for church and unchurched children and young people. You will build strong relationships with children and young people, work alongside families and volunteers, engage with schools, youth organisations, and the wider community, creating opportunities for discipleship, outreach, and evangelism.

The Key Responsibilities of our Children and Youth Worker Lead include:

- **Visionary Leadership:** Create and articulate a clear vision and strategy for children and youth ministry that inspires and guides young people to grow in their faith, reaches outwards, & aligns with the church’s mission and values. Lead by example.
- **Growing inward & upward:** Develop and implement imaginative, fun, and engaging programs, activities & events that resonate with children and young people, and encourage and inspire them in life and faith (school holiday activities, mission trips, youth camps, and social outings.) This includes finding or designing age-appropriate resources, tools and materials. Help families to nurture spiritual growth in the home.
- **Growing outward:** Build strong connections with local schools and community groups to extend the church’s partnerships and outreach. Organize and participate in outreach initiatives with children and young people in the community.
- **Enthuse, empower, enable:** Recruit, train, and equip volunteers to serve in children and youth ministry, ensuring they are supported and empowered; foster a strong, supportive team environment among volunteers and ministry leaders. Work alongside other church teams, leaders, and ministries to foster a unified, intergenerational, and holistic approach to ministry.
- **Nurture and care:** Intentional thought, preparation and support at key stages/transition points (Preschool-Primary-Secondary-Further Education-Work). Develop pastoral care to children and young people. Be familiar with and implement safeguarding practices and principles.

What do I need for this role?

- Successful candidates will demonstrate:
 - Passion for the spiritual growth and development of children and youth;
 - Model a deep Christian faith and provide discipleship and pastoral care;
 - Commitment to the church's vision, mission, and values;
 - Articulate a sense of calling to children and young people;
 - A collaborative team-oriented approach to lead, motivate, & empower others.
- Qualities:
 - Authentic, able to model and teach Christlike behaviour and biblical principles to children and young people.
 - Energetic, creative, and imaginative with the ability to think outside the box.
 - Good communication and interpersonal skills, capable of building relationships with young people, families, and the wider community.

What else would be desirable?

- Successful candidates would have experience in some of the following:
 - Proven experience in children and youth work, including program development, event organization, and volunteer management.
 - Experience in outreach/evangelism, with a heart for reaching the unchurched.
 - Leadership experience with teams and volunteers.
 - Pastoral heart and experience
 - An understanding of child development, youth culture, and the ability to engage with children and young people in meaningful ways.
- Successful candidates would bring some of the following abilities, skills & training:
 - Visionary leader.
 - Work independently, manage multiple tasks with organizational & admin skills.
 - Able to use IT and social media
 - Manage the administrative aspects of the children and youth ministry, including event planning, communication, and record keeping.
 - Resourceful and adaptable, able to make the most of available resources.
 - Training/Education in any of the following areas would be of value:
Community Development/Education, Children & Youth, Theology.

Terms & Conditions:

- The post is permanent but has a probationary period of 6 months, mutually reviewable at that point. The appointment is subject to a PVG Disclosure.
- Salary & Pension, Hours (Part/Full Time) and Holiday Entitlement are listed above.
- Availability for weekend and evening work is expected as necessary
- There is an Occupational Requirement that the post holder is a committed Christians under Part 1 of Schedule 9 to the Equality Act 2010 and has the right to work in the UK.

This post is a key leadership role within the life of a Worshipping, Discipling and Out-reaching Church within the City of Perth and the City Region of Perth & Kinross. As such, we would anticipate that the successful candidate would live, or be willing to move to the area, and become a contributing member of the local church, and sympathetic to the doctrine and ethos of the wider denomination of the Church of the Nazarene.

How to apply:

To apply, please send:

1. A letter outlining your motivation for applying and any relevant experience for the role, and whether your preference is full time or part time (indicate FTE preference).
2. Your CV.
3. Names and contact details for 3 referees.

Application Deadline: Friday 28th February 2025.

Send by Email To: Calum Jardine, secretary@trinitychurchperth.org (07412 012574)

Interview Dates: March 2025

Anticipated Start Date: As soon as possible following discussion with Lead Pastor

If you have any questions about the role or the Church, then please contact Ian Wills on ianwills@trinitychurchperth.org or call on 07966 795556.