Kairos Network Church,
2 Harlow Terrace, Harrogate,
North Yorkshire, HG2 0PN.
office@kairoschurch.net
www.kairoschurch.net
01423 560558

Youth Leader

Job Description and Person Specification

TITLE: **Youth Leader** (20 hours a week)
EMPLOYERS: Kairos Network Church
RESPONSIBLE TO: The Trustees of Kairos Network Church
REPORTING TO: Revd Ben Askew, Pioneer Minister, Priest in Charge

Kairos Network Church, Harrogate, is recruiting a gifted leader to lead our youth team, grow and expand our current youth discipleship and reach new young people with the good news of Jesus.

Who is this role for?

Do you have a heart for young people? Do you want to see young people's lives transformed with the Good News of Jesus? Do you feel how difficult the last few years have been for them and want to do something about it? Do you want to develop, deepen, and grow church youth ministry? If so, this role could be for you.

Who are we?

Kairos is a charismatic, dynamic, mission-focused network church in Harrogate. We want everyone to experience the transforming power of life with God and we do this by Loving God, Building Community and Sharing Jesus.

We are part of the Church of England operating as a Bishop's Mission Order across the Harrogate Deanery, rather than as a parish. We have strong relationships with many other churches in the town and take an active part in ecumenical mission through Netmakers. We are also a member of the Kairos Connexion network which operates across England and Wales.

We are a network church made up of missional communities which gather in homes, community centres and cafes, across neighbourhoods and networks in the area. Each has a specific vision and focus for their mission. We have a base in west Harrogate and a number of our ministries connect with families, children and young people.

We have a strong emphasis on discipleship across households, communities, and gatherings. Whole church Sunday gatherings include a weekly 9am Communion service and a fortnightly Central Gathering at 11am, as well as other worship and prayer events throughout the month.

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What is our current youth work like?

Blaze is the name of our youth provision which currently reaches around 20 teenagers. Blaze currently meet twice a month on a Tuesday evening for a traditional youth club for games, tuck shop and relationship building. They also meet during the Sunday gathering once a month where they take a deeper look at the bible and prayer. We have a small team of amazing volunteers who run these sessions and, following a Youth Alpha, have recently started a second youth discipleship space twice a month on a Monday evening.

Many of our young people serve in the church in children's ministry, tech, worship and hospitality teams and some are involved with their families in our missional communities. Some of them also connect with town-wide youth ministry, including a youth worship night.

We would love to develop more connecting points for our young people which are places where safe, nurturing discipleship relationships can be built, they get to learn from peers and trusted adults, discover Jesus for themselves and contribute their gifts, passions and skills. We'd also love to work out the best ways of us being able to reach out to more young people in the town who don't yet have a connection with any church.

Youth Leader - Key Responsibilities

Under the guidance and authority of the Pioneer Minister and Vision Team, and alongside the wider Kairos Network Team our youth leader will:

Lead the current groups and activities for young people and develop and equip the volunteer teams who support them.

Further develop and expand the ways in which Kairos makes disciples amongst young people who are already connected with us through households, communities, and gatherings, and missionally amongst those who are not yet connected to church.

Form good relationships with parents/carers, volunteers, partner schools and youth workers from other churches.

Model Christian discipleship and fulfil all practical responsibilities commensurate with the role.

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Objectives of this role

1. **Develop nurturing, discipling relationships with young people where they feel supported, safe and encouraged.**
   a. Given the many challenges that face young people, provide a safe environment for them to come together for support.
   b. Disciple young people to be life-long followers of Jesus, exploring together scripture, prayer, worship and mission.
   c. Identify, mentor, and empower young people who have a desire to lead or reach out to others.

2. **Grow and multiply our current youth activities, to suit different ages and/or stages of discipleship of young people.**

   a. Work with the existing team and young people to assess their interests and needs and multiply our current youth activities and start new groups (e.g. by age or interest).
   b. Learning from principles developed through other missional youth churches (e.g., Kairos Connexion, Sorted in Bradford, Reign Ministries in Bicester and others), develop a Kairos strategy for gathering receptive young people who don't yet know Jesus into youth communities.
   c. Work with our Children and Families team to ensure good transitions between children and youth ministry as children get older.

3. **Form good relationships with parents/carers, volunteers, partner schools and youth workers from other churches.**
   a. Oversee the work of Kairos youth volunteers, providing support and accountability, delegating responsibility as appropriate and ensuring volunteers are appropriately trained. This may include interns who are working with us for a year in conjunction with the New Wine and Diocese of Leeds intern scheme.
   b. Communicate well with parents/carers and seek to help them where appropriate/desired to parent and disciple their young people at home.
   c. Nurture relationships with schools and other churches in the area. Encourage and support existing ecumenical youth activities in the town.

4. **Model Christian discipleship and fulfil all responsibilities commensurate with the role.**
   a. Foster your own personal discipleship through prayer, bible study & theological reflection to ensure personal spiritual health and development.
   b. Meet regularly with your line manager, completing an annual appraisal.
   c. Undertake training as identified by your line manager, including an understanding of mental health in young people.
   d. Undertake and regularly update risk assessments and health & safety policies associated with activities and take steps to manage and reduce the risk.
   e. The postholder will be required to model, promote, and adhere fully to the Kairos Safeguarding policy, Digital Safety policy and Diocesan Safeguarding policy, working in conjunction with the Kairos Safeguarding Officer to create 'safe spaces' for young people to explore and grow faith. Comply with any other relevant policies.

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f. Keep good administrative records in line with GDPR and safeguarding policies.
g. Comply with all relevant policies including safeguarding, equal opportunities, confidentiality etc.
h. Undertake duties outlined by your line manager commensurate with the post. The postholder may be asked to assist in some other Kairos activities, according to the time available.

Key Terms

Length of contract:	Initially 1 year with the intention to extend further.
Start Date:	Autumn 2025
Work pattern:	The post is offered on a part-time basis working 20 hours per week. The post holder must be able to work on Sundays. The post will require availability and attendance at some evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided.
Holiday:	28 days pro-rata
Salary:	£26,500 - 30,000 pro rata depending on experience (£13,250 – 15,000 actual)
Pension:	A workplace pension is available.
Place of work:	Mainly based at the Kairos Network Church offices at 2 Harlow Terrace, Harrogate, HG2 0PN.
Expenses:	All reasonable expenses will be covered by prior agreement with the line manager.
Review:	There will be a six-month probationary period and annual appraisals.
Management:	Revd Ben Askew will be the line manager and will provide support through regular contact and team meetings. The role involves working with the Senior Leadership Team, attending Network Team meetings and presenting occasional reports to the Trustees and wider church.
Training:	Appropriate training will be made available (e.g. through Kairos Connexion, New Wine and the Diocesan Youth team) and the additional support of a spiritual mentor will be offered. This role could be appropriate for a candidate taking formal part-time youthwork training.
Transport:	A valid driving licence would be useful but not essential to the role.
DBS:	A DBS check and references will be taken up prior to taking the post.

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Person specification – to be evidenced in application or at interview

Attributes	Essential	Desirable
Personal Qualities	• Able to speak with sincerity and enthusiasm about Jesus and the Christian faith in an informed, effective, and non-judgmental way. • Confident and enthusiastic with a 'can-do' attitude. • A self-starter who can motivate self and others and manage use of time. • A team builder and developer who can encourage volunteers to join in and grow. • Able to present a strong Christian role model in daily life. • Able to initiate and develop projects. • Able to work comfortably with the evangelical ethos and missional emphasis of Kairos Network Church.	• Able to work in a range of social and cultural contexts. • Able to lead others and to help them discover and use their gifts.
Education and Training	• A good standard of written English (GCSE English or equivalent). • A commitment to ongoing learning around best practice in youth ministry.	• Nationally recognised qualification in children/youth work at degree or equivalent level. • Safeguarding training (will be refreshed once in post).
Experience	• Active member of a Christian church. • *Given the nature and context of the work it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010.* • Personal experience of a living faith in Christ and the passion to share the gospel with young people.	• Experience of working in a local church context. • Leadership skills in any area that could be applied for initial engagement with young people, e.g. Sports, Arts. • Experience of relating Christian faith to life outside of a church setting, with non-Christians through dialogue or small group work.

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	• Experience in leading youth work or similar activity (e.g. education, other areas of mission and ministry). • Experience of working within and leading teams. • Experience of leading innovation, having imagination and taking initiative.	
Knowledge and skills	• A clear understanding of youth cultures and principles of youth ministry. • Skills in raising and developing teams of volunteers and training them to be effective in youth ministry. • Working knowledge and commitment to safeguarding and promoting the safety and welfare of young people. • Good people and communication skills, appropriate for connecting with young people and their parents/carers, interacting with the church family and reaching the community. • A solid grasp of the Christian faith, knowledge of the Bible and an understanding of how to live as a disciple of Christ.	• Literate in IT including use of social media. • Able to manage a simple budget.
Other	• Satisfactory Enhanced DBS disclosure and references (to be acquired before start date). • Commitment to be a full part of the life of Kairos Church, in addition to employed role, including being part of a Kairos missional community. • Commitment to engage in professional and spiritual development. • Physically and emotionally able to carry out the demands of the work.	• Have access to appropriate transport for travel within the area.