



## Bradford & Keighley Development Worker

### About the Role

This role is to lead The Feast's work in Bradford and Keighley, to see young people learn to live well with their peers and neighbours of different faiths and cultures. This will be achieved through effective coordination of sessional youth workers, volunteers, partnerships and resources, and in line with The Feast's strategic plan.

### About The Feast

Young people today are growing up in a country surrounded by different faiths yet often lead separate lives, with little meaningful interaction. As a result young people can experience barriers of ignorance, fear and mistrust in their communities, which sometimes leads to hostility or conflict.

Our vision is to see young people of different faiths and cultures coming together to form real friendships that enable them to be peacemakers amongst their peers and in the world.

The Feast is all about...

- **Exploring faith:** young people are encouraged and equipped to discuss their faith in ways which explore their similarities and differences. In doing this they learn about the faith of others and gain new insights into their own faith.
- **Creating friendships:** by bringing together young people in a positive and fun environment we provide opportunities for them to get to know one another, work together on projects and build friendships based on trust and respect.
- **Changing lives:** having been to events run by The Feast, young people are challenged and encouraged to live out the lessons they have learnt of friendship, understanding and peacemaking in their everyday.

Our core organisational values...

- We **celebrate difference**.
- We are **positive**.
- We are **authentic**.
- We are **collaborative**.
- We are **innovative**.

### National Structure

Founded in Birmingham in 2009 by a group of Christians, The Feast currently employs a small National Office team and field staff in four UK locations - Birmingham (a Development Worker and five Youth Workers), Bradford and Keighley (two Youth Workers), Luton (a Development Worker and Youth Worker) and Tower Hamlets (Youth Worker) - most of whom are part-time.

We are keen to employ people of all faiths and backgrounds and have both Christians and Muslims, from a mix of ethnic and backgrounds, on our current staff team.

The Feast's National Office is located in Birmingham, and consists of our CEO, Administrator and Finance Officer.

In each of the locations of our work we have established Local Leadership Groups (LLGs), as devolved agents of our Board of Trustees, with the responsibility to set the direction, raise capacity and support staff in their local community.

# Job Description

## Summary

<b>Job title:</b>	Development Worker - Bradford and Keighley
<b>Salary:</b>	£25,000-27,000 PA pro rata, depending on experience and training
<b>Pension:</b>	6% employer pension
<b>Location:</b>	Bradford or Keighley
<b>Reports to:</b>	CEO
<b>Direct reports:</b>	Two part-time Youth Workers.
<b>Hours:</b>	Part time (22.5 hours per week)  15 days annual leave, 1 day for religious observance plus pro-rata bank holidays
<b>Contract:</b>	Contract subject to a six month probationary period.

*This appointment is subject to an enhanced DBS check. The post requires flexibility, with some evening and weekend work.*

*The Feast welcomes consideration of flexible ways to deliver this role, such as in partnership with another organisation or an increase in employed time over time (depending on successful fundraising). Interested candidates should contact The Feast CEO to discuss before submission.*

## Job Purpose

- **Raise capacity** - work closely with the CEO, Trustees and LLG to establish local strategies and grow the work of The Feast in Bradford and Keighley, show leadership, raise funds, promote the work, mobilise volunteers and nurture partnerships.
- **Build and strengthen local connections** - network, form trusting relationships with local faith groups, schools and community organisations, and their young people, helping them to grapple with and participate in loving and befriending their neighbours.
- **Plan and deliver quality youth events** - oversee and support the delivery of sessions in youth groups and clubs and running of youth encounter events where young people meet peers of another faith or culture, have a lot of fun and build friendships.
- **Develop and manage a volunteer network to deliver youth events** - meet with, inspire, train and empower volunteers to plan, promote and lead youth events and services of The Feast.

## Key Tasks

Specific duties and responsibilities include, but are not confined to the following:

### Raising capacity

- Work together with the LLG to develop strategies and plans for The Feast in Bradford and Keighley, and be responsible for ensuring goals are met.
- With support from the National Office and LLG, plan and run local fundraising and awareness raising events including an annual fundraising dinner.
- In partnership with the National Office, identify and write local grant applications for funding.
- In partnership with the National Office, take responsibility for external communications and social media for The Feast in Bradford and Keighley.

- Recruit, coordinate and support volunteers to get involved in the work of The Feast, providing necessary training and resources, and alignment to the regional aims.

### **Building and strengthening local connections**

- Build up and maintain a database of local faith groups, schools and community groups, and nurture working relationships with these organisations.
- Speak in local faith and community groups about The Feast and our work.
- Visit youth groups and run sessions to enthuse leaders and young people to engage well with their neighbours. Invite them to participate in youth encounter activities.
- Organise and/or attend training and networking events for those working with young people where expertise is shared, partnerships are strengthened and community is built.
- Identify and pursue new relationships and opportunities to meet your goals.

### **Planning and delivering quality youth events**

- Ensure regular Feast youth events are running in Bradford and Keighley.
- With the Bradford and Keighley volunteers, plan and run fun activities that bring young people of different faiths and backgrounds together and create a safe space for dialogue
- Find innovative ways to bring young people together and enable them to talk about their faith, culture and identity.
- Share good practice with other fieldwork staff and learn from their experiences.

### **Developing and managing a volunteer network to deliver youth events**

- Recruit volunteers to help develop and expand the work.
- Develop a network among the volunteers where they meet regularly and feed into future plans and activities of the work in your area.
- Train youth work volunteers to deliver youth encounter events and residential activities that bring together young people of different faiths and cultures.
- Manage volunteers according to The Feast's policies and processes.

### **Reporting and administration**

- Monitor and evaluate the outcomes of your activities and provide regular and timely reports to the CEO and LLG.
- Work with your LLG to ensure that funds are used wisely and are properly accounted for.
- Work to clear objectives which will be regularly reviewed with the CEO.
- Keep national databases and records up-to-date.
- Create promotional materials for Feast events in your local area with oversight from the National Office.

# Person Specification

Attributes	Essential	Desirable	How Identified
<b>Attitude</b>	<ul style="list-style-type: none"> <li>• Passionate about young people as agents of change in their own communities</li> <li>• Able to work flexibly to suit the needs of the work</li> <li>• An understanding of, and a clear commitment to, the values and ethos of The Feast</li> <li>• Vision and creativity to influence a diverse and national team</li> <li>• Professional at all times</li> <li>• Active faith</li> </ul>		Interview
<b>Education/ Training</b>	<ul style="list-style-type: none"> <li>• Educated to degree level</li> <li>• Keen to attend relevant training for role</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification in youth work, education, management or community development</li> </ul>	Application & Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent experience managing staff and supervising volunteers</li> <li>• Proactively developing relationships with people of a different faith</li> <li>• Developing collaborative relationships with staff, volunteers and key stakeholders</li> <li>• Managing conflict and conflicting demands</li> <li>• Communicating at all levels within a voluntary sector organisation</li> <li>• Reporting performance against targets</li> <li>• Strategic planning</li> </ul>	<ul style="list-style-type: none"> <li>• Working in a multi-faith environment, and of interfaith encounters</li> <li>• Public speaking</li> <li>• Negotiating Service Level Agreements with senior leadership teams in schools or equivalent in other sectors</li> <li>• Safeguarding in a youth work organisation</li> </ul>	Application & Interview
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills</li> <li>• Developing and enabling others to reach their potential</li> <li>• Proficient using MS Office</li> <li>• Proven ability to plan, deliver and evaluate work</li> </ul>	<ul style="list-style-type: none"> <li>• Full UK driving license and access to a car</li> </ul>	Application & interview & test
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Current Health and Safety practice</li> <li>• Current Equality and Diversity practice</li> <li>• Current Data Protection practice</li> <li>• An understanding of, and respect for, the broad range of intrafaith and interfaith theology and practice</li> </ul>	<ul style="list-style-type: none"> <li>• Of the history of Christian-Muslim or interfaith relations</li> <li>• Secondary School education sector</li> </ul>	Application & interview