

# Job Description and Person Specification

## Vacancy: Luton Youth Worker



### ABOUT THE FEAST

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

Our vision is to see young people of different faiths and cultures coming together to form real friendships, learn how to live well with difference and be peacemakers amongst their peers and in their communities.

The Feast is all about:

- **Exploring faith:** young people are encouraged and equipped to discuss their faith in ways that explore their similarities as well as their 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 the opportunities for them to get to know one another, work together on projects and build friendship 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 peace-making in their everyday lives.

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 is currently run by the Senior Leadership Team consisting of the National Administrator, the National Development Manager, and local Development Managers from Luton and Tower Hamlets and Birmingham, as well as the chair of Trustees.

The Feast's National Office is located in Birmingham, from where The Feast supports work in three locations around the UK – Birmingham, Luton and Tower Hamlets.

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

We are committed to building a diverse staff team.

## Summary

The purpose of the role is to deliver The Feast's distinct approach to youth work in Luton.

<i>Salary:</i>	£20,000 pa pro rata
<i>Location:</i>	Luton
<i>Reports to:</i>	Luton Development Manager
<i>Hours:</i>	between 7.5 – 15 hours per week.

## MAIN FUNCTIONS OF ROLE

**Youth encounters and youth activities** – plan, promote and lead fun youth events between young people of different faiths.

**Connect with young people** – reach out into the community to get young people interested in meeting those who are not like them; engage with other local charities or projects who share our vision in order to maximise our reach; engage with local schools

**Build a movement** – be an advocate for the Feast ethos by talking about the way we do things wherever possible and inspiring others to adopt our approach for themselves.

## ACTIVITIES

The role will encompass many of the following aspects, through consultation with the Luton Development Manager:

### Youth Encounters

- A primary focus of The Feast and this position is to run youth encounter activities for young people of different faiths and cultures. These are normally small groups, with say five from each of two groups of young people, and are often run on weekends and in school holidays. At each youth encounter, young people will be trained and helped to talk together about their faith and culture using The Feast's *Guidelines for Dialogue* which you will need to be able to model and demonstrate
- You will also pursue effective and innovative ways of bringing young people together which are fun, safe and incorporate healthy dialogue, ensuring that child protection and health and safety procedures are followed diligently.
- You will be required to do some basic administrative tasks such as checking consent forms, maintaining records of young people and encounter events and documenting required outcomes.
- You may be asked to follow up connection with the young people through engagement with parents and families of young people who have participated in youth encounters where appropriate.

### Connect with young people

- A key part of The Feast's works is to develop relationships with different communities to introduce the approach of The Feast.
- You will work with the Development Manager to foster the connections The Feast has with different communities in Luton and to represent The Feast to those communities in order to enable young people from a broad range of groups to engage with The Feast activities. This may include running sessions to demonstrate the benefits and need for good engagement with people of a different faith / culture to a particular group before they are ready to meet those from a different faith or culture.
- You may also be asked, under the direction of the Development Manager, to go into local secondary schools to run sessions there or to engage with existing local charities and projects to model and advocate The Feast's approach.

## **Build a movement**

- We are keen to build a movement that advocates and models safe spaces for healthy and constructive conversations, built around our Guidelines for Dialogue. Part of your role will be to seek positive connections and relationships with those from a different faith or culture to you.
- You will be expected to promote the work and impact of The Feast as you interact with gatekeepers, supporters, young people, teachers, and representatives from different faith communities or other relevant organisations and we would encourage your social media platform to reflect The Feast's ethos especially when engaging with potentially divisive topics.
- You may be asked to write blog posts or share stories of how young people have learnt to overcome prejudice and participated in social action.

## **MANAGEMENT STRUCTURE**

You will be employed by The Feast.

The local Development Manager will be your line manager, to whom you will report and be accountable through regular meetings and through other forms of communication.

You will receive training, support and guidance from the Development Manager, as well as the Feast Local Advisory Group and you will have The Feast's existing youth workers nationally to give you further support and ideas.

There are annual national team meetings that you will be expected to attend.

## **Terms and Conditions**

The post is part-time, for a maximum of 15 hours per week until the end of August 2022.

We are very open for this role to complement an existing role you may hold and are open to secondments from other organisations.

A degree of flexibility to work weekends, after school / evening sessions and during school holidays is required.

The Feast entitles workers to five weeks holiday, Bank holidays and 2 additional days for religious observance annually. This will be calculated pro rata for this particular role.

## Person Specification

Attributes	Essential	Desirable	How Identified
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>- proven ability of engagement with secondary school-age students.</li> <li>- proven track-record of running and organising successful youth events.</li> <li>- ability to plan, deliver and evaluate work.</li> <li>- experience of a multi-faith environment.</li> </ul>	<ul style="list-style-type: none"> <li>- experience of inter-faith activities</li> <li>- experience of organising social-action based activities</li> <li>- experience of working with children and families</li> <li>- experience of developing and maintaining a supporter and contact base.</li> <li>- experience of working with secular bodies in the area of youth and children's work.</li> <li>- experience of working in secondary schools</li> <li>- qualification in youth work or related activity</li> </ul>	Application Interview Presentation
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>- Youth work in a faith group or schools context</li> <li>- knowledge of Child Safeguarding and Health and Safety legislation.</li> <li>- understanding of Christian-Muslim dialogue.</li> </ul>	<ul style="list-style-type: none"> <li>- understanding of how to work with schools.</li> <li>- understanding of issues and challenges in multi-cultural and multi-ethnic areas</li> <li>- an understanding of different cultures found within Luton</li> </ul>	Application Interview
<b>Circumstances Personal</b>	<ul style="list-style-type: none"> <li>- flexibility to work weekends and evenings as required.</li> <li>- an active faith</li> </ul>	<ul style="list-style-type: none"> <li>- living within or close to the local area</li> </ul>	Application Interview
<b>Disposition/ Attitude</b>	<ul style="list-style-type: none"> <li>- ability to engage with and enthuse those working with young people.</li> <li>- a desire to put the interests of young people as a priority.</li> <li>- willingness to undertake professional development.</li> <li>- ability to inspire people of faith to engage with The Feast.</li> <li>- ability to form appropriate relationships with people of all backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>- ability to initiate and contribute creatively to team strategic planning.</li> <li>- understanding of family situations and dynamics</li> <li>- commitment to working collaboratively with religious leaders.</li> </ul>	Application Interview Presentation

<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"><li>- good written and verbal communication skills.</li><li>- computer literate.</li><li>- ability to network with appropriate people and draw in their expertise.</li><li>- ability to inspire people to volunteer with our youth events.</li><li>- ability to organise own workload and activities and to work on one's own initiative.</li><li>- ability to work with a range of different people.</li><li>- a developed and considered theological perspective of life.</li></ul>	<ul style="list-style-type: none"><li>- an appreciation of, and respect for, the broad range of theology across the membership of the Church and within the Muslim community.</li><li>- ability to manage a budget and work schedule.</li></ul>	Application Interview Presentation
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