

Young Leaders Development Coordinator, Baptists Together

Role title:	Young Leaders Development Coordinator
Team:	Ministries Team
Direct reports:	-
Location:	This role can be home based or based at our offices in Didcot.

Purpose of the role:

This a new role, initially on a three-year fixed term basis, to focus in three key areas:

- To explore and share best practice on internships and young leader development across Baptists Together
- To coordinate the work to support high quality, discipleship focused young leader development programmes across Baptist churches in England and Wales.
- To work to encourage and create strong connections between those delivering intern and other young leader programmes and between the young people who will be participating in them

The initial focus of this role in its first year will be on the continued development and implementation of the work of the Internships Working Group but will expand to broader young leader development work thereafter.

Key responsibilities:

- 1. To contribute to and promote the materials and resources produced by the Internship Working Group, ensuring that key underpinning standards are embedded into the practice of our churches, associations and colleges:**
 - Adding to and completing the suite of resources developed by the working group and making these available to our churches and potential interns
 - Developing an action plan for roll out across Baptists Together, reflecting the differing needs of our churches and potential interns
 - Working with colleagues in the Faith and Society Team, developing a communications plan to raise awareness and encourage engagement and feedback
 - Identifying and quantifying a set of evaluative measures for our internships and wider young leader development work
- 2. To build relationships with those individuals and organisations who design and deliver internship and young leader development programmes across churches and organisations (associations, colleges, third party providers):**
 - Acting as a contact point and connector for those involved with internships and young leader development programmes and activities across Baptists Together

- Creating opportunities for those involved in internship and young leader development to meet, listen to each other and share good practice, either by creating new spaces or by working alongside existing groups
 - Spotting opportunities for cross-organisation working and offering support for the development of new working relationships to deliver leadership development programmes and activities
- 3. To encourage local churches to participate in or deliver their own internship programmes, making sure that they are aware of support, resources and experience available from across Baptists Together:**
- Working alongside association teams, colleges and other church networks, to support churches looking at offering internships for the first time
 - Actively promoting the wide range of internship programmes so that churches can review and assess how best to participate in young leader development
 - Acting as a source of advice and support to associations, colleges and churches as they implement and manage internship and young leader development programmes
- 4. To lead a group to design and deliver national and regional learning events for young leaders on an annual basis.**
- To develop a series of events for those participating in internship programmes and other young leader development activities, including national and regional events
 - To look for and share experiences and learning for both interns, young leaders and churches through online events, webinars, interview, etc
 - To work with the Ministerial Development Advisor to ensure that there are clear and strong links between the learning activities for young leaders and other training and formation across Baptists Together
- 5. To have wider involvement with our programmes to develop young leaders and to ensure that our work on internships, in all their forms, links into our overall work to develop young leaders in Baptist churches, and our regional and national settings:**
- To link with the Children, Youth and Families Roundtable, the Young Adults Roundtable and other groups focusing on support for young people, to understand the leadership development needs for young people and adults in Baptist settings
 - To bring input on the perspectives and priorities of young people and young leaders into the bench-strength project programme taking place across Baptists Together
 - To develop relationships with those with similar responsibilities in other denominational or Christian youth organisations to learn, share and develop wider opportunities

Person Specification

First and foremost, the postholder will be a role model of a life lived in committed discipleship in community with others, and of servant leadership in their approach to equipping and developing others. We will be looking to see that you are strongly rooted in a local church community.

Qualifications and experience

- A track record of working alongside young people and young adults in their development and discipleship (this may include having a recognised relevant qualification)
- Experience of working directly in a church environment to support internships and the development of young leaders
- Ideally, some experience at regional or national level in coordinating activities focused on the development of young leaders
- Previous project management experience, including project planning and evaluation of outcomes
- A good understanding of diversity, justice and the social agenda that affects the views and interests of young people, particularly in the context of leadership in our churches

Technical skills and abilities

- Excellent listening and communication skills – able to listen, reflect and share a wide range of perspectives and views
- Able to relate well to young people on an individual and group level, encouraging them to engage with and contribute to our internship and young leader development work
- Able to demonstrate a structured and robust approach to managing multiple tasks and ensuring key project stages are prioritised and delivered as needed.
- IT literate, with a good understanding of how to use online and social media platforms to inform and connect with young people
- Able to present information clearly and persuasively to a wide range of different stakeholders
- Able to demonstrate proven networking skills, building strong working relationships and connections – this ability is crucial to success in this role.

Personal Qualities

- A passion for developing young leaders across our Baptist family, especially recognising and supporting those from under-represented groups or whose voices are often unheard in our Baptist life together. We recognise and acknowledge the call to equip a new generation of leaders, and the person who takes on this role will have a key part to play.
- Creative and innovative, looking for new ways to engage and include young people in Baptist life
- A commitment to developing and delivering sustainable models and frameworks that fit with the needs of our churches and wider movement
- A confident and calm approach to work, even when under pressure



- Ability to multi-task in a busy and varied work environment
- Excellent interpersonal and organisation skills, including excellent time management

Not sure you tick all the boxes?

No-one will be equally strong in all these areas, so our desire is to encourage an early conversation, if desired, prior to application. We are committed to providing good training and development support to the right person, and it may be that we can work with you to prepare you for some of the particular responsibilities of the role.

Occupational Requirement

The Baptist Union of Great Britain is a denominational body for more than 1900 churches, associations and colleges across England and Wales. It is an occupational requirement that the postholder of this role is a committed Christian because of their key responsibilities in terms of developing programmes and activities that support the development of faith and leadership skills for young leaders in our churches.

Salary and practical arrangements

This role is offered on a full-time basis (35 hours per week), and is primarily home based, although you are welcome to work at our Didcot offices if this is more effective for you. However, we would be able to consider flexible working if required – for example, a 4-day working week or a shorter working day. Travel will be required across England and Wales, although many of our meetings and events take place online. We expect that you will be willing to do some work at weekends and in the evenings, particularly to support church leadership teams and volunteers.

Many of our staff now split their work between home and office working, fitting around the specific needs of their job role. We would be happy to discuss the possibility of a hybrid working arrangement.

The salary for the role is in the range of £23,000 - £25,000 depending on skills and experience.

We also offer a range of staff benefits including:

- 22 days holiday entitlement, plus 8 bank holidays and up to 6 extra discretionary days during the year
- a contributory pension scheme, which includes life assurance cover and income protection insurance in case of long-term ill health
- childcare vouchers scheme
- a Cycle to Work scheme through salary exchange
- an electric car leasing scheme through salary exchange
- a voluntary benefits package (Perkbox) that gives discounts for a wide range of everyday expenditure (e.g. supermarkets, high street retailers, restaurants, cinema tickets).
- free car parking at Baptist House

More information

If you would like more information before you apply, please contact Fiona Myers in our HR team by email at opportunities@baptist.org.uk and she will arrange for you to speak with Andy Hughes, our Ministries Team Leader, about the role and our expectations.

Closing date for applications is 9.00am on Friday 14 January 2022, and interviews will take place in late January at Baptist House, Didcot.

Culture and Working Style at BUGB

Across our Union our culture and working style is still developing, and can be best described in the following words:

Our vision as a movement is “to grow healthy churches in relationship for God’s mission.”

The Baptist Union of Great Britain is committed to *intentionally* developing a culture where we...

- ***Seek to be a movement of Spirit led communities.*** As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- ***Feel like one team*** – celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (I Corinthians 12:24b-27)
- ***Embrace adventure*** – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- ***Inspire others*** – with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- ***Share a Hunger*** for God’s coming Kingdom – nurturing a “holy discontent” that arises from our desire to give practical expression to our vision of God’s purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9 & 10)

We expect all staff working as part of the national specialist teams to model high standards of professional and personal behaviour, and to work in ways that demonstrate our values to those we work with and support.