

## Job Description

**Job Title:** Student Outreach Worker

**Responsible to:** A line manager, who will be a member of New Road Baptist Church, St Columba's United Reformed Church, or Wesley Memorial Methodist Church and who, together with one member of each of the other two churches, will constitute a management group

**Aim:** To enable students (undergraduate and postgraduate) to explore the Christian faith, particularly through worshipping at and/or being supported and encouraged in faith by New Road Baptist Church, St Columba's United Reformed Church, and Wesley Memorial Methodist Church; and to enhance the impact of these three churches, and to promote their ethos of affirmation and inclusivity, within Oxford University and Oxford Brookes University

### Main Responsibilities:

These will be reviewed regularly and monitored in line with annual objectives jointly agreed by the postholder and the management group. We anticipate that there will be periods when a greater focus will be required on certain areas and we will therefore keep the scope of the work under continual review. The postholder in turn will need to be able to adapt to changing priorities and circumstances.

This job will include, but not be limited to, the following responsibilities:

#### *Student Outreach Work Within the Three Churches*

- To be present at worship on as many Sundays as possible at one of New Road Baptist Church, St Columba's United Reformed Church, or Wesley Memorial Methodist Church and to assist in leadership with volunteers
- To help the three churches understand and put into practice ways in which they can improve the involvement of university students within the church community
- To facilitate and support student activities and outreach events in accord with the stated aim of the job
- To work closely with the ministers and elders in pastoral charge of each of the three churches and to review the potential for work among students, led by the three churches
- To maintain strong links with existing groups who work with students at each of the three churches.
- To work with the three churches to facilitate pastoral help for those who need it
- To work with safeguarding leads to ensure that all who work with students have a strong commitment to safeguarding children and vulnerable adults.

#### *Outreach to the Student Community*

- To examine how the three churches present their mission to the world, particularly the student world, and how they can communicate effectively across various media
- To be familiar with and follow up initiatives such as the student-led *Oxford Safe Churches Project* (see <https://www.oulgbtq.org/oxford-safe-churches.html>)
- To approach other community organisations and groups, in particular student organisations and groups, to help the three churches understand who they support and what their own needs are, and to explore how the three churches might work in partnership with them

- To develop a good relationship with chaplains at Oxford University and at Oxford Brookes University
- To look for ways of participating in the freshers' fairs in the two universities.

### *The Postholder's Own Support and Development*

- To commit to their own personal spiritual development, with the support of the management group
- To set aside suitable time for preparation, administration, and ongoing personal and professional development, when required and at appropriate times
- To identify and participate in relevant training opportunities
- To keep appropriate records of work, expenses, etc.
- To participate in an annual appraisal programme.

### **Terms and conditions:**

Terms of appointment: two years, renewable for a further two years

The salary will be £25,000 per year for a full time post (averaging 37.5 hours per week over the course of the year) or pro rata for a part time post, with a housing allowance of up to £12,000 per year

- All reasonable expenses will be reimbursed and an allowance given for ongoing training
- There will be twenty-eight days statutory annual leave entitlement per year
- Appointment will be subject to a satisfactory Disclosure & Barring Service (DBS) check
- Appointment will be subject to satisfactory references
- Appointment will be subject to the satisfactory completion of a probationary period of up to six months.

### **Management:**

The employee's line manager will be a member of New Road Baptist Church, St Columba's United Reformed Church, or Wesley Memorial Methodist Church. This person will, together with one member of each of the other two churches, constitute a management group. It will be the responsibility of the management group to review the postholder's main responsibilities regularly and to monitor these in line with annual objectives jointly agreed with the postholder. To this end the management group will:

- Remain informed about the scope of the postholder's work
- Agree priorities and ensure that the postholder's workload is manageable
- Help the postholder to reflect on how and where God is calling them to use their gifts, encourage them in their personal development, and give them pastoral support
- Ensure good communications, and a clarity of purpose in regard to the postholder's role, across the three churches
- Regularly evaluate the postholder's performance.

## PERSON SPECIFICATION

### Student Outreach Worker

Attribute	Essential	Desirable	Method of assessment
<b>Key educational or training requirements</b>	A Levels or equivalent	Degree or equivalent  A recognised professional qualification in youth work or community work or another relevant discipline	A/Q/I
<b>Experience</b>	Working with all ages in a church context, but with a particular concern for students  Understanding and practice of safeguarding	Communicating with a varied audience, including students for whom English is not a first language/ students with additional needs  Co-ordinating and/or running smaller-scale community events for shared-interest groups  Working with teams and adapting one's role according to context	A/I
<b>Special knowledge and skills</b>	Good interpersonal, motivational, organisational, time management, and communication skills.  Ability to use social media for communication and organisational purposes	Proficiency in IT skills as relevant and updated  Previous work with students and young adults	A/I

	<p>Experience of working with other organisations and the local community</p> <p>Self-motivation and the ability to motivate others</p>		
<b>Special qualities and aptitudes</b>	<p>A strong commitment to the Christian faith and a desire to promote that faith in others</p> <p>Creativity, imagination, and willingness to establish and try new things</p> <p>Willingness to comply with GDPR, safeguarding, and health and safeguarding procedures and requirements</p>	<p>Experience of implementing projects</p> <p>Experience of working and/or worshipping across a range of Christian traditions</p> <p>A sense of vocation to Christian work with students</p>	A/I/R
<b>Any other requirements</b>	<p>Committed Christian, regularly attending a local church, whose values reflect those of the Baptist Church, the Methodist Church, and the United Reformed Church, particularly in regard to</p>	<p>Resilience when facing setbacks</p>	A/I/R/ Satisfactory DBS

	<p>equality, diversity, and inclusivity, especially in relation to the LGBT community</p> <p>Commitment to social justice</p> <p>Commitment to continuing professional development</p> <p>Commitment to completing all statutory training, with a priority on safeguarding</p> <p>Willingness to work flexibly, including Sundays, and some evenings and weekends</p> <p>Satisfactory DBS Disclosure with a barred list check</p>		
--	---	--	--

<b>Methods of Assessment</b>			
A	I	Q	R
Application	Interview	Proof of Qualification	References