

Appointment of
**CHILDREN AND YOUTH
OUTREACH WORKER**

Aberdeen Hillside, Presbytery of North East and Northern Isles

Closing date – At present there is no closing date set and the post will remain open until further notice.

Job Reference Number: M01/26

Responsible to: Parish Minister



About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



About the Parish

Aberdeen Hillside Parish Church serves a diverse urban community in the heart of Aberdeen. The congregation is known for its warmth, hospitality, and commitment to inclusive ministry. With a renewed focus on strategic planning and cultural transformation, Hillside aims not only to survive but also to thrive as part of God's church, seeking to deepen its impact across generations and neighbourhoods.

Context of the role

Aberdeen Hillside Parish Church is a new congregation formed by the union of High Hilton Parish Church, Woodside Parish Church and Middlefield Parish Church. It is a congregation committed to fostering a culture of missional communication, generosity, hospitality, and hope. As part of a wider strategic plan, the Kirk Session has identified the need for focused leadership in children and youth ministry, and in communications that connect the church with its members and the wider community. This role will support the congregation's growth, deepen engagement with young people and families, and enhance visibility and clarity in all aspects of church life.



Role description

Title of Post:

Children and Youth Outreach Worker

Responsible to:

Parish Minister

Purpose of Post:

To develop and lead children's and youth ministry within Aberdeen Hillside Parish Church actively supporting efforts in internal and external church communications.

Main Duties

- As a member of the Ministry Team and working in co-operation with the minister and team colleagues:
- Children's and Youth Ministry
- Develop and lead engaging programmes for children and young people, including Sunday activities, midweek gatherings, and seasonal events.
- Build relationships with families and young people, encouraging participation and spiritual growth.
- Support and train volunteers involved in children's and youth ministry.
- Collaborate with local schools and chaplaincy teams to extend outreach.
- Explore creative initiatives such as mindfulness sessions, sports-based outreach, and international cuisine nights.

Church Communication

- Strengthen internal communication through noticeboards, event leaflets, newsletters, and social media.
- Develop and maintain a consistent visual identity for all church communications.
- Update the church website and the church's social media accounts.
- Produce and distribute a digital newsletter; support elders with printed versions for pastoral visits.

General Responsibilities

- Communicate to the Kirk Session and congregation, sharing updates and vision at least twice yearly.
- Play an active role in the annual Team Report submission to Presbytery.
- Contribute fully to the Faith Action appraisal process.
- Undertake other duties as may be required from time to time by the Parish Minister.

Outcomes

- Increased engagement with children, youth, and families.
- Improved clarity and effectiveness of church communications.
- Strengthened sense of community and mission within and beyond the congregation.

Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

The successful candidate will have:

- Experience in children and youth ministry
- Experience in initiating, developing, running and evaluating relevant activities and events for children and youth
- Ability to engage with a range of individuals and groups including this with some, little or no church connection
- Experience in working within a school environment including in a chaplaincy role
- Experience in using technology for effective communication in a range of ways and different platforms, including social media
- Experience in using MS Office to establish and develop systems for efficient administration and communication
- Clear evidence of commitment to partnership working
- Ability to manage a busy workload while maintaining a calm and focused manner
- Demonstrable ability to establish and encourage good practice when working with and motivating volunteers, especially at times of change and transition
- Ability to work unsupervised and on own initiative
- Ability to enthuse and engage others
- Awareness of and commitment to upholding professional boundaries
- Ability to work collaboratively with colleagues and contribute to effective teamworking
- Highly developed interpersonal skills and ability to engage with people who have little or no church connection
- Qualified to degree level or similar or accredited training in Children and Youth Ministry and Communication work, or similar, or significant, relevant and recent work experience in this area.
- Ongoing commitment to continuing professional development, including willingness to work towards qualification and accredited training.

It is also desirable, however not essential that you have:

- Knowledge and understanding of the congregational life of the Church of Scotland.

Applications will be assessed in respect of the above criteria.



Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

Current Pension Contributions

Employee Contribution	Employer Contribution
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

Terms and Conditions

- Salary is based on the MDS scale of £30,274 - £34,224 per annum. This is the full-time salary scale and actual salary will be pro rata to 0.5 FTE.
- Normal hours of work will be 18.75 hours per week.
- The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- This is a permanent post.
- The post is based at Aberdeen Hillside Parish Church, Aberdeen, AB24 4NQ.
- There are five weeks paid leave (187.5 hours pro rata) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (225 hours pro rata) annual paid leave
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

For a confidential discussion regarding the role, please contact Rev Edson Duque, eduque@churchofscotland.org.uk

How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**