

# Let's change things together

Job title:

**Director**

Reporting to:

**Souster Youth Board**

Reporting to this

position: **Souster Youth  
Staff & Volunteers**

Annual salary:

**£38,000+**

Depending on qualifications  
and experience.





# Let us introduce ourselves

**Souster Youth** is an exciting Christian youth work organisation in the east Northamptonshire area. We transform the social, emotional, and spiritual wellbeing of young people in our area.

We work in 4 secondary schools and some primary schools offering mental health support, curriculum support and parent seminars.

We engage with young people within the community through our Saturday morning and after school drop-in sessions

We have strong relationships with local churches and have helped a number of them grow their work with young people and add to their teams.

We partner with others to deliver 'Youth Ministry Training' which equips youth workers from across the region in their work with young people.

We are proud of the brilliant team that makes it all happen; a mix of over 20 volunteers, 5 staff (incl. Director) and 6 trustees.

There is much more to come.

**Our area:** With it's affordable housing, outstanding schools, and rural location; this is a great place to live.

The developments we've seen over the past eight years demonstrate that this area is poised to become a key hub for future Youth Work.



# It's what makes us tick

## Share

the good news of  
the Christian faith  
with young people

The opportunity is big, but the challenge is even **bigger**. Out of 1,500 young people in our locality, less than **50** of them are in local churches each week. We want to change this and help young people engage with faith in meaningful ways.

## Care

for young people  
when they need  
it most

Many needs of young people currently go unmet, partly because of a lack of provision and partly because of the huge demands placed upon services. We work to address the most pressing **needs of young people**, including; anxiety, self harm, sex & relationships, and spiritual & moral development.

## Dare

the local church  
to welcome young  
people

We want to help churches start **new** youth work, and strengthen what they already do with young people. Local churches can become places where young people are nurtured, challenged, and inspired both now and in the future. We want to help make this a **reality**.



# My, haven't we grown!

Over the last eight years we've grown in size, ambition and budget but we haven't finished yet. Because people are at the heart of all we do, we've taken care to build a great team.

Could this be the moment for you to join us?

Our founding Director is moving on to pastures new and we're looking for new leadership. We're proud of all we've achieved so far, but we want to reach new heights in this next phase.

There is a clear plan for this role but, as Director, you will be given the freedom to develop and grow, using your unique skills to shape the role around you.

If you want to join and lead a team making a lasting difference to young people's lives, this is a great opportunity to join **Souster Youth**.

## 02 – The role



The **Director** is a major appointment for Souster Youth and will play a key role in leading and developing our work. Souster Youth needs a dynamic, creative, and goal orientated leader to focus on meeting the spiritual, social, and emotional needs of young people within the defined catchment area.

### Team structure:

Based at Souster Youth Trust, Thrapston, Northamptonshire, the Director leads a team of 4 staff and over 20 volunteers.

The Director reports directly to the Board of Trustees and receives line management from the Chair of the board.

## Key responsibilities and tasks

1. To lead the development and implementation of the vision and strategy of Souster Youth Trust.

2. To develop and promote the trust as a leading, innovative, and valued charity, supported by young people, schools, churches and the wider community.

3. To lead the staff team and volunteers, ensuring safe recruitment, management and appraisals, support, training and development.

4. To work closely with secondary schools, ensuring the continuous improvement of the service provided to them in response to emerging needs and opportunities.

5. To maintain and grow networks and partnerships with churches, relevant organisations, funders and other stakeholders.

6. To mentor and support the staff team by working alongside them directly with young people to model good practice.

7. To enable the voice of young people to be heard in decision-making and shaping of strategy and priorities.

8. To ensure compliance with legislation and champion best practice, with particular regard to Safeguarding, Health and Safety and other policies.

9. To oversee the administration and financial systems.

10. To actively manage the budget and fundraising, working towards the financial sustainability of the trust.

11. To work with the Board of Trustees, providing advice and reports as required.

12. To engage with regular line management, annual review, and commit to continuing professional development.

### Conditions of employment

Location:	Thrapston (Office based)
Salary:	£38,000+ pa (Depending on qualifications and experience)
Hours:	37 per week
Transport:	Employee to provide own vehicle (including a clean licence and business insurance)
Holiday:	25 working days, plus bank holidays on a pro rata basis
Probation:	6 months
Termination:	3 months by either party



# Here's what we're looking for

The **Director** will be motivated by their Christian faith to inspire hope in the lives of young people. They will have vision and strategic ability to lead Souster Youth. With excellent interpersonal and communication skills, they will inspire young people, the staff team, volunteers, and a range of external organisations. They will be empathetic to different views and confident presenting and discussing theological and cultural issues. They will be well organised, a good time-manager, motivated, proactive, and creative in approach.

## Qualifications

### Essential:

- Undergraduate degree (relevant degree preferred) or equivalent
- Evidence of ongoing professional development
- Evidence of continuing professional development and training

### Desirable:

- JNC recognition or Qualified Teacher status.
- Theological training.

## Experience

- 5 years working with young people in more than one context.
- Developing, leading and implementing strategy and vision.
- Delivering training and presentations to a variety of audiences
- Networking & partnerships: collaborative working.
- Team leadership: managing, training & supporting staff and volunteers.
- Working with people of differing cultures and beliefs

## Skills

- Leadership and people management
- Communication (oral and written): Listening & adapting style & content
- Organisation and time management: ability to prioritise, delegate and work under pressure
- Vision and innovation
- Self-evaluation and personal development
- Project and budget management

## Knowledge

- The Bible, doctrine and complexities of different viewpoints
- Youth cultures and issues facing young people
- Safeguarding, GDPR, Equality and Diversity
- Workings of schools, voluntary organisations, local authorities
- Opportunities and methods of youth work

## Values and ethos

Essential to the role, is a commitment to the ethos of Souster Youth -

*"To Inspire hope. Motivated by our Christian faith, we help young people discover a person to become, a unique way to contribute and a place to belong."*

There is an occupational requirement (OR) for the postholder to be a committed Christian.



# Here's how to apply

Applications by **CV** and **covering letter** addressing the role and the person (pp 02 & 03) to be received by:

**Wednesday 8<sup>th</sup> May, 2024** to  
[Peter.White@peterborough-diocese.org.uk](mailto:Peter.White@peterborough-diocese.org.uk)

Interviews to be held on **14<sup>th</sup> & 15<sup>th</sup> May**.  
Successful candidates to begin employment as soon as possible.

For an informal chat about this post, please call Pete White on **01604 356513**.

Existing Souster Youth terms and conditions of employment apply.

Souster Youth is committed to safeguarding the welfare of young people and expects all employees to share this commitment. All appointments are subject to a satisfactory DBS check being received. The Souster Youth Trust is a registered charity: 1162368