

carrickferguselim

Person Specification

Position: Youth Pastor

Essential Criteria

Christian Character & Calling

- A committed follower of Jesus Christ with a vibrant personal faith and Christ-like character.
- Able to agree with and uphold Elim's foundational truths and values.
- A clear sense of calling to youth ministry and pastoral leadership.
- Demonstrates spiritual maturity, integrity and emotional resilience.
- Passionate about seeing young people come to faith, grow in discipleship and fulfil their God-given potential.

Spiritual & Pastoral Competence

- Ability to teach the Bible clearly, faithfully and relevantly to young people.
- Ability to build trusting, appropriate pastoral relationships with young people.
- Ability to create welcoming, safe and engaging environments for young people from varied backgrounds.
- Ability to disciple young people and help them grow in faith, prayer, worship and service.
- Confidence in engaging with young people outside the church context (schools, community groups, outreach).
- Ability to understand and respond appropriately to contemporary issues affecting young people, including diversity, identity, inclusion, mental wellbeing, social media influences and community relationships.

Leadership & Teamwork

- Ability to recruit, train and support volunteers.
- Ability to work collaboratively with the Senior Pastor, Associate Pastor and wider church leadership and willingness to serve as part of the Church Session.
- Ability to develop young people as emerging Christian leaders.
- Ability to build effective partnerships with schools, community organisations and other churches.

Safeguarding & Professional Conduct

- Understanding of safeguarding legislation and best practice, and willingness to follow Elim's Safeguarding Policy.
- Ability to maintain confidentiality, appropriate boundaries and safe practice.

- Willingness to undertake AccessNI checks and safeguarding training.

Personal Qualities and Skills

- Strong biblical and theological understanding.
- Strong organisational, planning and project management skills.
- Good communication skills with young people, parents, volunteers and leaders.
- Approachable, compassionate and able to listen well.
- Able to resolve complex problems independently.
- Flexible and willing to serve in multiple locations as required.

Experience

- Minimum three years' experience leading youth ministry.
- Experience working with schools, youth organisations or community groups.
- Experience managing conflict, addressing challenging behaviours and responding effectively to difficult or sensitive situations

Other requirements

- Willingness to apply to Elim's Minister in Training (MIT) programme.
- Commitment to ongoing personal, spiritual and professional development.
- Full driving licence and access to own vehicle.
- Flexibility to work evenings, weekends and attend residential events.
- Successful completion of AccessNI checks and safeguarding requirements.

Desirable Criteria

- Relevant theological or ministry training.
- Ability to lead worship musically or support worship environments.
- Experience of building relationships with schools and developing opportunities for Christian engagement within educational settings.
- Skills in media, communication, social media or creative ministry.
- Previous management experience.
- Mental Health First Aid training.
- Experience developing intergenerational ministry.