

JOB DESCRIPTION:

**YOUTH WORKER with special  
interest in ministry to young females  
BALLYSILLAN YOUTH FOR CHRIST**



## **I. INTRODUCTION**

The BlueHouses is a very special place found in the heart of a housing estate in Ballysillan, North Belfast. The centre was established in 1993 and is a beacon of light for the whole community, both young and old. It has been established to work alongside local churches and community organisations to see children, young people and young adults in Ballysillan experience, share and be transformed by the love of God, supporting them in meeting their needs, improving their conditions of life and helping them reach their full potential; socially, spiritually, educationally, physically and emotionally.

The area in which the centre is located represents all of the problems of a typical inner-city environment in Northern Ireland - broken homes, single parents, strong paramilitary influence, high unemployment rates, drug-and-alcohol abuse, poor achievement at school, low-grade housing, children and young people with high need for attention, low self-esteem and lower expectations. Sadly many in the community have and do experience high levels of trauma.

This role gives the opportunity to immerse yourself into this community and journey with the incredible young people (and their families) who live within it, to walk alongside them, to serve them and to help them reach their potential through faith, hope and love.

As for the young people you will be walking alongside, journeying and working with:

*We must note how special and incredible these young people are. You ask what are their characteristics? They are a mixture of many things - raw, have big mouths, speak language that can best be described as "industrial", quick to put you down and "give it out" so to speak, but struggle to be on the receiving end of it. They tear down in order to make themselves feel bigger and better. They have huge behavioural issues and many of their actions are negative - but this is because they know their negative actions will receive attention. That is all they want. They act "hard" but inside they are deeply broken and insecure. They have an attitude of "I don't care", but they do, it's just because they have received very little love and care, so they revert to survival instincts and put up barriers to prevent them from getting hurt. Weakness and vulnerability is not an option.*

*But under all that bravado, the label of "nutcase", the struggle to respect or value anything or anyone, there is someone who is extremely funny, is kind, does care for others, does have a gentle nature, who can change the world and is searching to simply belong.*

*Now alongside these young people we also have those who maybe struggle with the same issues, but it just presents itself in a different way. They are shy, quiet, lack any confidence and self esteem and are extremely sensitive. Their behaviour highlights their poor mental health, with extreme anxiety issues, and the effects of trauma present in their levels of additional need and behaviour. These levels of additional need and neurodivergence are no less than in the first group, they just play out differently. But again they are young people trying to work out who they are in a difficult environment, and where they belong.*

The person appointed will be responsible to the Centre Co-ordinator. The centre is managed by a small Board of Directors, and affiliates each year to YFCNI.

Given the nature of the role and the context in which it is carried out, it is a genuine occupational requirement that the person appointed must be a Christian, subscribing to the Statement of Faith and Ethos Statement of YFCNI. Also, as the role has responsibility for working primarily with young females, it is an occupational requirement that the post-holder is female.

## II. GENERAL

**Job title:** Youth worker

**Starting date:** July 2025 or as soon thereafter

**Length of contract:** Indefinite, subject to satisfactory reviews and probation period and available finance for the position

**Reviews:** At anytime during the first 6 months, with a 6 month probationary period and thereafter annually

**Line responsibility:** Overall to the Centre Co-ordinator (though day to day to the Senior Centre Youth Worker). Formal reporting is by means of a monthly written report and a weekly planner sheet, together with regular meetings

**Salary:** Your current salary is set at an hourly rate bracket of £10.67 - £13.33 (will be confirmed on age, experience and responsibility). Your salary will be reviewed annually (as noted above - subject to funding) at BYFC's discretion (and note taken to the national minimum wage increases from 1st April each year). Salary will be paid commensurate with experience and qualifications. Plus mileage allowances for car business set at 0.45p per mile.  
(Note: whilst you will be paid 100% of your monthly salary from day one, there is a strong expectation that each BYFC employee will share in the burden of fundraising for the organization on an ongoing basis)

**Qualifications:** No youth work qualifications are required for this post but it is essential that the applicants have relevant experience and responsibility. OCN Level One in Practical Youth Work and above (or equivalent) are desirable and beneficial.

**Holidays:** 25 working days holiday in each calendar year (pro rata), plus 11 statutory public/bank holidays (pro rata)

**Working hours:** The Centre Youth Worker will be expected to work 15 hours per week exclusive of lunch or dinner, within a morning, afternoon or evening. The arrangement of the working hours (hours of duty) will be as required from BYFC. This role will require working 2 evenings per week and some afternoon sessions (group or schools work). As well as nights there may be occasional weekends away from home (residential and summer programme). From time to time additional hours may be required and will be paid at the normal rate.

You are entitled to take time off in lieu of sessions worked in excess of that, as agreed in advance with the centre co-ordinator.

**Training:** You will be expected to be available for such additional training as in the opinion of the Centre Co-ordinator will be beneficial for your job. BYFC is committed to developing you as a

person. To this end you will be encouraged to discuss your personal development needs and goals, and to contribute to your own development, identifying your own specific training needs.

### **III. DESCRIPTION**

**Job summary:** As with all other staff, you will function according to the aims of BYFC:

1. To build meaningful and long term relationships with young people (with this role having a particular focus on the girls that attend the centre)
2. To support young people (particularly girls) in fulfilling their potential through participation in programmes which meet their social, spiritual, educational, physical and emotional needs within a safe environment
3. Promote opportunities for reconciliation to take place, enabling healing in the lives of individuals and communities

The Youth worker will also have a particular responsibility to co-ordinating and being responsible for the day to day running of the programmes and projects of BYFC.

Communicating the vision and impact of the centre's work is key to helping the charity both function and grow. As with all workers there is responsibility in helping raise the annual budget for the centre. This includes helping to organise and oversee fundraising events, gathering people to help raise targets, including those from the local community, which in turn strengthens relationship within the community and shares the aforementioned vision and impact of the centre's work.

#### **MAIN DUTIES: (In conjunction with the Board of BYFC)**

##### **Youth Provision**

To develop and run programmes for children and young people in accordance with the vision of BYFC, with a specific focus on girls programmes that will facilitate girls engaging with the Christian ethos of the centre.

To spend an average of 60% per week in face to face work with children, young people and local residents.

To spend an average of 40% per week in developmental and administrative work for the Centre.

To build, maintain and develop a girls group programme and to build mentoring relationships with young females (target age group Year 8 – Year 10) who are reached through the work of the centre.

To have the main responsibility (development, planning & delivery) for an evening Drop-In programme for young people from P4 - P7 (Juniors).

To assist in the planning and delivery of our Drop In programmes for children, young people and young adults; Junior (P4 – P7); Intermediate (Year 8&9), Senior (Year 10+). Note: we run 3 drop in evenings per week

To assist in the planning and delivery of our summer programmes for children, young people and young adults; Junior (P4 – P7); Senior (Year 8+).

Long term, develop a stronger working relationship with the Belfast Girls Model School, engaging with young females who attend the centre in their school environment.

To assist in the planning and delivery of schools work lessons, primarily for Primary School (including R.E.).

### **Project Management**

To be involved in the implementation of adequate administration appropriate to the needs of the Centre and associated with the post e.g. session plans, reports, evaluations and impact analysis.

To assist in implementing and developing the centre's communications strategy, sharing the vision and impact of the centre's work, specifically through social media and other channels, including face to face speaking engagements

To assist in the recruitment, supervision and development of volunteers.

Implement all BYFC's policies and procedures, and work with young people to safeguard their welfare and the welfare of others.

### **Strategic Relationships**

To work alongside local people in community development.

To foster and enhance a positive relationship with the local organisations and schools.

To maintain a good relationship with Youth for Christ Northern Ireland.

### **Other Duties**

Active participation in staff meetings and weekly prayer times, including leading devotions.

To ensure that the Centre is clean and maintained well.

To help raise the annual budget for the centre through organising and overseeing fundraising events, gathering people to help raise targets, which in turn shares the vision and impact of the centre's work.

Communicating the vision and impact of the centre's work, which is key to helping the charity both function and grow. As with all workers there is responsibility in helping raise the annual budget for the centre. This includes helping to organise and oversee fundraising events, gathering people to help raise targets, including those from the local community, which in turn strengthens relationship within the community and shares the aforementioned vision and impact of the centre's work.

## **IV. MISCELLANEOUS**

### **Occupational Requirements**

#### ***Ethos:***

Given the nature of your job, the context in which it is carried out and the Christian ethos of the Employer, it is an occupational requirement of this post that you profess and practice the Christian faith; that you are fully committed to YFCNI's values and statement of faith; and that you are a participating member, in good standing with a local church.

**Female:**

As there is a focus in this role on providing mentoring and discipleship to young females, there is an occupational requirement that the person appointed must be female.

**Personal conduct**

This is a high-profile job, with direct contact with young people and the public. It is therefore an ongoing condition of employment that you at all times maintain - both in public and private life - the highest standards of integrity and Biblical morality, that you will endeavor by prayer and regular times of devotion to nurture a close relationship with God, and that you abstain from all activities, involvements, relationships and associations which might in any way compromise your own testimony or the good name and standing of Ballysillan Youth For Christ.

**Finally**

BYFC is by its nature a dynamic organisation working in a dynamic field. As such, elements of this job and of the job description may be subject to change over time. As far as possible, changes will only take place after full consultation and with your agreement.

---

May 2025

Ballysillan Youth For Christ  
"The BlueHouses"  
50-56 Benview Park  
Belfast  
BT14 8HU

Tel: 02890714255

Email: [ballysillanyfc@thebluehouses.org](mailto:ballysillanyfc@thebluehouses.org)

<http://www.thebluehouses.org>