



Role

We are seeking to appoint a part-time **Female Youth Support Worker** to assist in the work of Crumlin Youth For Christ. The individual will be responsible for supporting the Project Coordinator in the delivery of programmes, with a particular focus on work with female young people.

We are looking for a committed, motivated individual who is passionate about sharing the good news of Jesus. The successful applicant will have the vision, drive and determination to positively impact the lives of young people in Crumlin. They will have a particular heart for drop-in work, schools-based work and working with young girls on the margins, as we seek to see an unreached generation of young people transformed by the love of Jesus and reach their full potential.

For more information, please see the **Job Description (page 2)** and the **Person Specification (page 8)**.

Application Process

Those wishing to apply should **COMPLETE AND RETURN** the application form to opportunities@yfcni.org, ensuring it arrives no later than **4pm on Friday 15th August 2025**.

*The nature of the role and the context in which it is carried out dictates that it is a genuine occupational requirement that the person appointed must be a committed Christian, subscribing to the Statement of Faith and Ethos Statement of YFCNI.

* Given that the role has responsibility for working primarily with young females, it is an occupational requirement that the post-holder is female.

The successful candidate will also be required to undertake an Access NI Enhanced Check, including a check of the DBS Barred Lists. For more information, please follow the links at the end of this document.

Job Description - Female Youth Support Worker

Primary Location	Crumlin with a base at St. John's Church Halls	Reports To	Crumlin Project Coordinator
Part Time	21 hours per week	Salary	£22,971 - £25,497 pro rata based on 35 hours
Allowances	Associated Mileage at 45 pence per mile	Benefits	Employer pension contribution increased to 5% after 1 year. 9 retreat days pro rata annually

Context and Job Summary

Youth for Christ Northern Ireland (YFCNI) is a National Christian Youth Organisation that exists to impact a generation of young people for Jesus, working with local churches, partners and the community, to see young people across Northern Ireland experience, share and be transformed by the love of God, and reach their full potential; physically, emotionally, educationally and spiritually.

Crumlin Youth For Christ (Crumlin YFC) is a local project of Youth for Christ Northern Ireland. It was formed in September 2018, after local churches invited YFCNI into Crumlin to assist in reaching an unreached generation. In the past six years, Crumlin YFC has established good foundations of church relationships, a supportive network including prayer partners, financial donors, volunteers and an Advisory Group, drop-ins, school-based engagement, Summer provision and a detached presence.

Young people are invested in afternoon and evening drop-ins throughout the week - spaces in which they can belong, understand who they are and understand who God is and who he has created them to be. Relationships have also been forged with local primary and post-primary schools, offering ongoing opportunities for assemblies, lessons, SU groups and supporting after school groups.

YFCNI is looking for a passionate individual to be the Crumlin Female Youth Support Worker. This person will be responsible for supporting the Crumlin Project Coordinator in delivering youth provision across the wider Crumlin area, in partnership with local churches and other like minded organisations. Crumlin YFC aims to provide suitable activities that engage young people who are currently beyond the reach of the local church, while supporting the work of the local church and encouraging Christian young people in their faith.

The successful candidate will further the vision of Crumlin YFC of seeing 'young people transformed by Jesus and reaching their full potential' by building effective partnership with local churches and ministry agencies, and building meaningful relationships with young people, especially female young people, that help them 'find Jesus, follow Him and join His family.'

Context of Crumlin

Crumlin is a small town in County Antrim, Northern Ireland. It sits 20 miles west of Belfast city centre. Belfast International Airport and Joint Helicopter Command Flying Station Aldergrove lies just north of the town.

In 1760, Crumlin consisted of a public-house and a smith's forge. After years of development, investment and a recent population boom of 214% since 1981, over 5,366 people now call Crumlin home. This growth has involved periods of transition, most notably highlighted in the religious pendulum swinging from a predominantly Protestant village to a predominantly (74%) Catholic small town (and an increase in those identifying as non-religious to 12%).

Growth has come with its challenges. Crumlin has faced significant social problems: an increasing drug and alcohol culture amongst young people, increase in poor mental health, a lack of service provision, low self-esteem, family breakdown, a lack of positive role models, declining and aging church congregations, and an increasing prevalence of anti-social behaviour. With 34% of the population of Crumlin under 25, we believe Crumlin Youth For Christ is best positioned to bring hope into the lives of young people, helping them to reach their full potential and to see the community of Crumlin transformed.

Hours of Work

The Youth Support Worker will be required to work 6 sessions a week across 21 hours, broken down into morning, afternoon or evening sessions of 3½ hours.

You are entitled to take time off for hours worked in excess of that, as agreed in advance with the Project Coordinator. However, it should be recognised that there is a vocational element to the job, which means that flexibility in regard to timing and working hours is essential, including working on average 2 evenings per week which can include 1 weekend night, but please be assured that YFCNI are a family centred community and aim to offer flexible working patterns subject to programme timetables.

From a total of 6 sessions each week, spend on average, 4 sessions per week in face-to-face work with children, young people and the community and spend on average 2 sessions per week in developmental and administrative work for the project.

Main Duties

Youth Provision

1. Support the delivery of the work of Crumlin Youth For Christ such as drop-in sessions, detached work, schools work, small groups and mentoring in order to build relationships with young people and introduce them to Jesus.
2. Support young people to fulfil their potential, through participation in programmes that meet their social, physical, educational, emotional and spiritual needs.
3. Work directly with female young people through mentoring and group work to build positive relationships in a safe environment. Including establishing healthy boundaries and challenging inappropriate behaviour as required.
4. Encourage female young people to play an active role in the various youth provision by communicating effectively, and developing a rapport with the female young people.

Project Support

1. Assist with the creation, planning and implementation of programmes, as directed, including monitoring and evaluating progress and activities in order to achieve agreed outcomes.
2. Assist in the development of relationships with the wider community, partners and external agencies as required.
3. Implement all Youth For Christ policies and procedures, and work with young people to safeguard their welfare and the welfare of others.
4. Be involved in raising the annual budget for the project by sharing the vision and seeking donations from personal contacts as well as organising and being involved in fundraising events.

General duties

1. Live a life that represents Jesus in and outside of working life.
2. Meet regularly with your line manager, reporting on work and progress.
3. Establish and maintain healthy rhythms of prayer and worship within life and work.
4. Play a full part in the life of the YFC family, including team meetings, retreats and training as required by YFCNI
5. Support the wider work of YFCNI and its various projects in line with YFCNI values and practice.
6. Undertake any other reasonable tasks and training as required by YFCNI.

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 Biblical morality, that you will endeavour 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 Youth For Christ.

Holidays

You are entitled to 25 working days holiday in each calendar year (pro rata). In addition to this, you are entitled to at least 11 public/bank holidays (pro rata).

Salary and Pension

£22,971 - £25,497 pro rata
(Salary will be paid commensurate with experience and qualifications)

There is a stakeholder pension scheme applicable to your employment. You will automatically be enrolled in the pension scheme, where the employer will pay 2% of your earnings and you (the employee) will pay 5% of your earnings. You must inform the employer should you not wish to avail of the pension scheme.

After one year's continuous service, the Employer will increase their contribution to 5%, at which stage you may decrease your contribution to 2%, should you wish.

Fundraising

In line with YFCNI policy, this post will involve fundraising responsibility, in order to ensure the ongoing sustainability of the role and the project. The organisation believes in the power of prayer to resource its work and you will be required to actively engage in prayer for the financial well-being of the project.

Annual fundraising targets will be set for the employee, for both personal and corporate fundraising based on the yearly budget.

The majority of this support needs to come from regular giving to YFC, supplemented by annual or one-off fundraising events and funding applications. YFC will support employees in this process, and have found that raising support can be an area of real blessing within a project.

General

The first six months of employment are considered a probationary period that will be followed by a performance review. Thereafter, appraisals shall take place annually.

Elements of this job and of its job description may be subject to change over time. As far as possible changes will only take place after full consultation and with employee agreement.

The successful candidate will be required to undertake an Access NI Enhanced Check, including a check of the DBS Barred Lists.

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.

Undertaking an AccessNI Enhanced Check

The successful candidate will be required to undertake an Access NI Enhanced Check, including a check of the DBS Barred Lists. For more information, please see the policies and documents below:

Access NI Privacy Notice	https://www.justice-ni.gov.uk/sites/default/files/2025-05/AccessNI%20Privacy%20Notice%20-%20May%202025.pdf
YFCNI Handling and Storage Policy	https://docs.google.com/document/d/13EHgg7w_m6Hq3ewgiqAnMwZvdx8TrISx/edit?usp=sharing&oid=109180366220189631130&rtpof=true&sd=true
Recruitment of Ex-Offenders	The Code of Practice Requires that YFCNI also sends a copy of its Policy on the Recruitment of Ex-offenders to all job applicants. Please find our Recruitment of Ex-Offenders policy online at: https://docs.google.com/document/d/1Xj4tBEOhtb24ILb8GZy8Mk9DAVzpTakA/edit?usp=sharing&oid=109180366220189631130&rtpof=true&sd=true
ANI Code of Practice	https://www.nidirect.gov.uk/sites/default/files/2021-11/accessni-code-of-practice.pdf

If you have any questions, please contact the YFCNI National Office on:
028 90667980 or email opportunities@yfcni.org

Person Specification - Female Youth Support Worker

Specification Details	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> OCN Level 3 qualification in youth work (or equivalent) <p>or</p> <ul style="list-style-type: none"> 1 year's experience working with young people, paid or voluntary. 	<ul style="list-style-type: none"> A JNC recognised degree in Youth Work
Knowledge and Experience	<ul style="list-style-type: none"> Experience of delivering youth work/ministry programmes. An awareness of the needs of young people and the issues they are facing. Understanding of the core values of youth work. Knowledge of the policies and procedures required for the effective running of youth programmes. 	<ul style="list-style-type: none"> Experience of mentoring female young people. Experience of detached work as a first point of contact with young people. Experience of youth work (on a paid or voluntary basis) in a church or other organisation with a Christian ethos. Proven experience working with at-risk young people. Experience delivering youth work in a 'drop in' and/or a youth club.
Skills and Abilities	<ul style="list-style-type: none"> Ability to build meaningful and trusting long term relationships with young people from a diverse range of backgrounds. Ability to act as a positive role model for young females. Excellent written and verbal communication skills, whether in group or one-to-one contexts. Ability to develop and 	<ul style="list-style-type: none"> Ability to develop effective relationships with external individuals, organisations and local churches. Evidence of fundraising skills.

	<p>deliver youth work programmes.</p> <ul style="list-style-type: none"> • Strong and proven ability to plan, organise and prioritise work, using initiative and working towards a goal. • Ability to work as part of a team. • IT literate proficient with the Microsoft Office suite, and/ or Apple equivalents, as well as packages such as zoom or teams. 	
Character and Personal Qualities	<ul style="list-style-type: none"> • A personal Christian faith and full commitment to YFCNI values and Statement of faith. • Vision for and calling to reach the young people of Crumlin with the good news of Jesus, and supporting others in this vision. • Enthusiastic, with a commitment to providing a high quality service. • Passionate about sharing your faith and inspiring others through faith and lifestyle. • Maintain a high standard of personal and professional integrity. • Demonstrates an active participation in the life of a local church 	<ul style="list-style-type: none"> • Demonstrated willingness to serve. • Demonstrated desire to work in partnership with others. • A commitment to professional and personal development.
Other	<ul style="list-style-type: none"> • Current full driving licence (Valid for use in the UK) and access to own transport. <i>(This criterion will be waived in the case of applicants</i> 	

	<p><i>whose disability prohibits driving but who have access to a form of transport, which will permit the applicant to meet the requirements of the post).</i></p> <ul style="list-style-type: none"> • Willingness to work flexible hours with reasonable evening and weekend work. This work will include residentials. • Satisfactory pre-employment check which will be conducted via AccessNI (<i>YFCNI will conduct this prior to appointment</i>). 	
<p>If you have any questions, please contact the YFCNI National Office on: 028 90667980 or email opportunities@yfcni.org</p>		

YFC International Statement of Faith

All Members of the National Board and of local Management Committees, the President and other Officers and all staff/volunteers, shall by personal and corporate conduct and conviction and by declaration subscribe and adhere to the following

Statement of Faith and Doctrinal Basis

Of

Youth for Christ International:

We believe that there is one God, eternally existent in three persons:
Father, Son and Holy Spirit;

We believe the Bible to be the inspired, the only infallible and authoritative Word of God;

We believe in the Deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory;

We believe that the salvation of lost and sinful people is by the grace of God through faith in the shed blood of the Lord Jesus Christ and that regeneration by the Holy Spirit is absolutely essential;

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly life;

We believe in the resurrection of both the saved and lost: they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation;

We believe in the spiritual unity of believers in Christ.

Adapted, adopted and confirmed at the Chicago Convocation, August 1993

YFCI Mission Statement

As part of the body of Christ, to see that every young person in every people group, in every nation has the opportunity to make an informed decision to be a follower of Jesus Christ, and become part of a local church.

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To impact an unreached generation of young people for Jesus, working with local churches, partners and the community; to see young people across Northern Ireland experience, share and be transformed by the love of God, and reach their full potential; physically, emotionally, educationally and spiritually'.