POSITION TITLE: Youth Worker

LOCATION: P-12 (whole College)

REPORTS TO: Principal through College Chaplain/Wellbeing Team

TYPE OF APPOINTMENT: Contract full-time (38 hours/week, 40 weeks – term time only)

SALARY AND CONDITIONS: Queensland Lutheran Schools Single Enterprise Agreement 2016

COMMENCEMENT DATE: January 2021

TENURE: Two (2) years with a possibility of permanency beyond contract

POSITION SUMMARY: At the broadest level the Youth Worker role involves:
- being on the ‘front line’ of pastoral and relational support to students of the College;
- building up and encouraging the entire ILC community in faith, hope and love; and
- working with the Principal, College Chaplain and other relevant ILC staff in Christ-centred ministry and mission.
Primary Role/Purpose

In this role the Youth Worker is to:

- Model service as shown to us by our Lord and Saviour Jesus Christ.
- Display the qualities of good organisation and communication.
- Work as a member of a team.
- Be guided by the College Chaplain in spiritual matters.

The Youth Worker’s role is integral to the stated mission, values and aims of the College.

The context of Immanuel Lutheran College offers exciting opportunities for the Youth Worker. The ILC community includes approximately 930 students, 150 teaching and support staff, and also the many parents and caregivers of students attending the College.

The Youth Worker’s primary focus is with the students of ILC. Of the students, approximately 9% identify as Lutheran, 49% from other Christian denominational backgrounds, and 42% from no faith background. If it were not for their attendance at ILC, many students would not have any exposure to the saving work of God revealed in Jesus Christ.

The defined role of the Youth Worker is open to further development as negotiated with the ILC Executive in consultation with the College Chaplain and Wellbeing Team.

The Youth Worker role has the following distinguishing characteristics:

- A high level of interaction with students on a daily basis;
- A generous use of the gifts and talents that God has bestowed on the incumbent, and professional/personal development aimed at uncovering and using further gifts and talents in the context of the ILC community;
- A sense of responsibility to the aims and ethos of the College that co-exists with a desire to be seen as a confidante of students;
- In collaboration with the College Chaplain, planning, developing and implementing programmes and strategies that nurture trusting relationships, character and faith development in and with students;
- A support person for students, both in proactive care initiatives and welfare support
- Attend camps and excursions as/when appropriate;
- A maintenance of confidentiality as and when appropriate, notwithstanding principles of ‘duty of care’ and obligations of ‘mandatory notification’ in maintaining ‘child safe environments’;
- A clear example being given of ‘Christ in action’ in the attitudes and behaviours of the Youth Worker as pastoral care of students is undertaken;
- An expectation that a special relationship of trust and mutual respect will be developed with the College Chaplain, and that together they will pray, study, and be a source of spiritual support to one another;
- Forming suitable mentoring relationships – both as mentor and one being mentored – thereby enabling further personal and spiritual growth of self and others to occur;
- Possible mentor and support person for students on behaviour support plans;
- An ability to work as part of the Wellbeing Team, with specific accountability to the College Chaplain in the first instance;
- In the event that the College has a youth internship programme in place, the Youth Worker serves as a mentor to interns; and
- Carry out other duties as requested by the Principal and Chaplain from time to time.
Relationships and Authority

The Youth Worker is responsible to the Principal of Immanuel Lutheran College through the College Chaplain and Wellbeing Team.

Qualifications, Experience and Attributes

The Youth Worker will:

1. Have a personal relationship with Jesus, lived out in thought word and action and by God’s grace and be an active communicant member of a Christian Church;
2. Possess a good understanding of the Gospel revealed in Jesus Christ, and a developing understanding of the Bible as related to principles of living and theological paradigms;
3. Have various gifts and talents suitable to the role, including the ability to pray (where relevant) with individual students and groups of students;
4. Possess a proven ability to:
   4.1 relate to and communicate with school students of all ages
   4.2 work collaboratively with others in a team setting
   4.3 be able to take directions and, when appropriate, to carry out tasks autonomously
   4.4 be organised, and have sound oral and written communication skills
   4.5 use the Microsoft Office suite proficiently;
5. Hold appropriate qualifications consistent with the experience and competency required by this position.
6. Be required to have or obtain:
   • a current Suitability ‘Blue’ Card from the Commission for Children and Young People and Child Guardian for working with children
   • Certified training in Child Safe Environments (previously known as mandatory reporting)
   • A current driver’s licence.

Expectations and Responsibilities

In collaboration with the College Chaplain the Youth Worker will:

- meet regularly with the Chaplain for prayer, study and mutual support;
- be generally available to students during recess and lunch breaks and out of classroom activities, as well as being involved in classes as negotiated with teaching staff;
- provide a ‘front line’ level of pastoral care support and referral for students;
- develop a prayer group ministry with students;
- be involved in the devotional life of the school at staff, home class, house and whole of school levels as appropriate;
- implement lunch time programmes aimed at nurturing relationships and meeting specific needs of students;
- assist in running short discipleship courses for students (as required)
- be involved in the planning and implementation of voluntary worship opportunities;
- attend and have input into camps, excursions, sporting events and other extra-curricular events whenever possible and as giftings allow;
- develop and maintain networking relationships with Lutheran Youth Queensland (LYQ), College Executive and other individuals/groups of relevance;
serve as a repository of information for students who wish to take up faith-based challenges external to ILC e.g. local, national and international service opportunities, CLW and associated Christian camps;

assist in the engagement of guest speakers/artists for Worship times, voluntary worship services, and other events;

develop and maintain an understanding of faith communities attended by ILC students; and

build cooperative relationships with youth workers serving in local ‘parish’ settings.

**Performance Appraisal**

This position will be subject to a probation period and biennial performance appraisals.