



FRS – Part-Time Youth Worker JOB DESCRIPTION



Reporting to: Senior Youth Worker & Director of Education

Managing: Madrichimot

Liaison with: Professional team (Director of Education, Youth and Education Manager, Hebrew Co-ordinator, Clergy team, Synagogue Director, Operations Manager, Community Administrator, Book Keeper), Kindergarten Headteacher, caretaking staff, Youth and Education committee members, FRS youth and their families

Hours: 12 hrs per week (on average across the year)

Job purpose:

The FRS Part-Time Youth Worker sees their personal relationship with young people as central to their role, and works to develop young people's relationships with each other, with FRS and with their own Judaism. The Part-Time Youth Worker focuses on each young person's own potential and helps them to reach it through engaging in the range of Youth and Education programmes FRS offers. Working as part of a multidisciplinary team of clergy and educators, the Part-Time Youth Worker works alongside the Senior Youth worker to initiate and develop new projects, contributing their own unique perspective to the successful work of the FRS Youth and Education team.

Responsibilities

To assist in the planning, development and implementation of the FRS Youth Journey, identifying and encouraging young people to take their next steps towards a more engaged and fulfilling relationship with FRS, each other and their own Judaism, and weaving the values of Tikkun Olam into all that we do. This is currently achieved through the following activities, but the Part-Time Youth Worker will work with the Senior Youth Worker to identify new opportunities and to agree next steps for implementation of new ideas, taking the lead for agreed areas of the programme as requested and delegated by the Senior Youth Worker. There will be a requirement for in-person working both in the office and at events at certain times.

1. Regular meetings with the youth team, plus attendance at whole staff meetings. Some of these meetings are held in person and others are online, but regular communication is key to the success of the role.
2. Summer and Winter Schemes – Working alongside the Senior Youth Worker to project manage agreed aspects of the holiday day schemes, including but not limited to recruiting, training and supporting the group of Year 9–13 *madrachimot* to lead on the schemes, creating publicity beforehand, designing and reviewing the *tochnit* (programmes) and feeding back to the *madrachimot* regarding improvements, in addition to supervising *tsevet* (team) meetings during the schemes.
3. Residentials – Working alongside the Senior Youth Worker to project manage agreed aspects of residential & overnight schemes for all age ranges; these include but are not limited to a Shavuot Sleepover, Donut Weekend, and Hadracha weekend. In addition to the day-to-day elements of Summer and Winter schemes, the residential schemes require the consideration of budgets, researching and liaising with venues, promoting the schemes to families and *chanichimot* (participants), developing *madrachimot* and overseeing the programme.
4. Sunday Funday – Assisting in the ongoing development of monthly term-time 'club' activities (to be supervised by the Senior Youth Worker in terms of budget, ideas, publicity and other areas of support as necessary) in order to deliver an exciting and innovative programme of events for the primary school age-range, in addition to being present at the event on each occasion.
5. Festival support – Work with volunteers, the education team and *madrachimot* to plan and deliver age-appropriate creative activities on Chaggim (festivals), ensuring maximum engagement.
6. Youth Council – Work alongside the Senior Youth Worker to develop an active Youth Council and make sure that the voices of young people are heard across the FRS community.
7. Massuot – Working alongside the wider education team to deliver our B'nei mitzvah programme for school years 6, 7 & 8. These could include such things as Away Days with each year group in the autumn to facilitate group bonding and relationship building, attendance at once-a-month outings and chavurah dinners with the B'nei Mitzvah students and their families, assistance at different touch points during the year as the children work on their Mitzvah projects etc. You will work with the team to deliver a range of informal programming to appeal to the different needs of our youth.
8. *Madrachimot* – Assist in the recruitment, training, and development of *madrachimot* at various levels (from entry level to more senior) both for their own personal development and toward becoming active leaders in the community,

in order that they can support Kochavim (our Reception to year 5 programme), Massuot, Residentials, Schemes, and other youth programming.

9. Teen Provision – Assist with one-off social events for youth in Years 9-13, to ensure a continuous sense of engagement and enjoyment at being a part of the FRS community.
10. Young Adult Programming – Liaise with the Senior Youth Worker to develop a variety of programmes to attract older teenagers, school leavers and those who are studying at university or equivalent to FRS and its programming.
11. Working with RSY Netzer – The Part Time Youth Worker has the opportunity to work alongside the Senior Youth Worker to promote FRS' relationship with RSY Netzer, through involvement in the RSY Netzer Tzevet, and to ensure that our chanichimot make the most of the opportunities to engage with RSY Netzer, and that RSY supports the growth and development of our youth provision.

Person Specification

Ability & Experience – Essential	Desirable
Demonstrates a creative and inspirational leadership	Has the ability to think strategically and implement new ideas.
Experience of leadership in a Jewish youth movement	Demonstrates knowledge of Progressive Jewish youth work Active lay or professional involvement in the Jewish community
Ability to take the initiative and work independently	Demonstrates experience of problem-solving
Good communicator across all age groups and audiences and can demonstrate a proactive and strategic approach to communicating with young people and their families.	
Models appropriate boundaries in communicating with young people and other key audiences through social media such as Facebook, Twitter and Instagram.	Experience of managing online profiles for an organisation
A desire and ability to empower and motivate young people. Ability to identify potential, encourage young people to take on new roles and to develop others through supporting and challenging them	Demonstrates experience of leading youth
An ability to manage and supervise other people's work	Has some management experience
A willingness to learn from experience and peers	Experience in recruiting and retaining young volunteers
Experience in planning events	Experience in creating simple budgets for single events, handling site bookings and setting up booking systems
A high level of personal motivation and enthusiasm for Jewish youth work and	A desire to pursue a career in youth work in the longer term

education, and demonstrates an ambitious approach towards youth leadership within a synagogue setting	
Skills – Essential	Desirable
Experienced in youth work	Formal qualifications in the area of youth work
A resourceful person who can work and think creatively and explore innovative ways to engage children and teenagers	Evidence of creative working practice
Strong listening skills	
Knowledge of Reform Judaism, basic Hebrew and Jewish terms.	
Evidence of working proactively and of effectively progressing projects	Strong IT skills, especially on website, Facebook, Twitter, Instagram, Outlook, Word, Excel, Publisher
Personal Qualities - Essential	Desirable
Embraces the aims and values of Reform Judaism	
A calm, confident, supportive and friendly manner	
The ability to speak to a wide variety of adults and young people in a diplomatic manner	
Flexibility – willing to work a combination of office hours, evenings, weekends and Jewish holidays as necessary	
Willingness to develop and learn new skills as the work requires	
A natural warmth and understanding	