

# MINE Youth Music Development Worker



## Overview:

We are looking for an enthusiastic person to join the growing MINE Youth team and lead our music work across Byker and Walker. Could this be you?

This is a wonderful opportunity to join in what God is already doing in Newcastle East, by working alongside our Churches in supporting our local community and schools.

Working with some amazing children and young people this exciting new role will be an important addition to our team.

Are you up for the challenge?

## Background:

### Mission Initiative Newcastle East (MINE)

We represent 5 Anglican churches in Newcastle East who work together to engage with the community. We are a Bishop's Mission Order and a registered Charity. Over the past 7 years we have developed a Children's and Youth team (MINE Youth) run by a full-time coordinator that runs clubs, drop ins and schools work across Byker and Walker, as well as a full time schools and community development worker. We also offer a trainee scheme which gives local young people the opportunity to spend a year being trained and equipped as youth workers serving their own community.



A high proportion of children in Byker and Walker live in poverty and face an uncertain future. All 5 parishes are in the top 1% most deprived parishes in England according to the Church Urban Fund. Our work has responded to the clear need to have more support and safe spaces on the ground where they are welcomed. Our work is underpinned by our desire to be both available and responsive. We want to make sure that young people know we're available for them and to know how to find us, and we want to provide spaces that respond to the holistic needs of the young people and the community we are working with.

MINE Youth is committed to a long-term, relational demonstration of the love of God for families in Newcastle East.

Our vision is summed up in three points:

- To provide safe spaces where children and young people can flourish and live life to the fullest.
- To provide opportunities for children and young people to explore the Christian faith and encounter God in a meaningful way.
- To train and equip volunteers and leaders of all ages.



To achieve this vision we work with children, young people and their families in groups, schools, the community and through events. We also seek to follow the Scripture Union “revealing Jesus” model of mission, which walks with families over the long run, creating opportunities to connect with, explore, respond to and grow in faith.

## Existing music work



MINE have already begun to explore the use of music in our work with children and young people. In particular we have run the Byker DJ School, in which we spent a term in the community giving children and young people the chance to try DJing, followed by a term in Benfield School and in one of our community spaces in Byker teaching young people skills and giving them the chance to record their work, and finally spent a term in Byker Primary School, giving the Benfield students the chance to teach those in year 5 and 6 what they’d learnt.

We also use the DJ decks while doing detached youth work on the streets of Byker and Walker and have built on the DJ school through song writing workshops in Benfield.

## Key Responsibilities:

We feel that this is an especially important time for us to be involved in our schools and community, as they continue to adapt to and respond to the effects the Covid-19 pandemic has had on the wellbeing of children and young people.



As our Music Development Worker you will be able to make a real difference to children and young people's lives by being a Christian presence in Newcastle's east end. In this role, where you will need to be flexible and creative, you will have a unique opportunity to walk alongside children and young people, giving them opportunities to make music and create spaces where young people can be supported to improve their holistic wellbeing – physical, emotional, spiritual, mental, social and aspirational.

- You will lead our music themed clubs in the community (including Detached youth work on the streets) and our music themed workshops and lessons in schools. (Ideally 6 clubs / workshops over the year)
- You will support the work of MINE Youth in providing safe spaces in the community where children and young people can flourish and be supported, and work alongside our volunteers.
- You will create opportunities and practices to bridge the gap between music focused activities and the broader life of MINE Youth
- You will develop tools and resources to embed music in the wider life and activity of MINE Youth, with a focus on improving wellbeing in all MINE Youth contexts.
- You will explore opportunities for children and young people to worship, through the fresh expressions opportunities at St Michael's, connected to the MINE choir, or through new initiatives.



The music development worker will work mainly on location in Newcastle's East End and be also based at the MINE Youth office at St Michael's Church, Headlam Street. You will be expected to work some evenings and occasional weekends.

# Person Specification

The successful applicant will have the following qualities and experience.

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| <p><b>Essential:</b></p> | <ul style="list-style-type: none"> <li>• Christian commitment and character – a good role model for young people</li> <li>• Evidenced musical ability – The role can be tailored for different musical skills, but will most likely include elements of DJing (training available), space to reflect on music and lyrics, and giving space for young people to sing.</li> <li>• Demonstrates an inclusive outlook, integrity, reliability, resilience, loyalty and flexibility</li> <li>• Can use own initiative – work independently and take responsibility as part of a staff team</li> <li>• Proven passion for and relevant experience in working with young people and children in a church and community setting.</li> <li>• Excellent relationship building skills with children, young people and families as well as with youth leaders and volunteers across church and community.</li> <li>• Good communication skills.</li> <li>• Ability to plan, co-ordinate, organise and lead regular group sessions of children and young people as well as teams of volunteers, using IT and media skills where appropriate</li> <li>• Relevant training (or evidenced experience) in Youth and/or Schools’ work</li> <li>• Relevant experience in working with children and young people through music</li> </ul> |
| <p><b>Desirable:</b></p> | <ul style="list-style-type: none"> <li>• Experience of helping young people in their transition to adulthood, regardless of any decision they might make about faith</li> <li>• Experience of facilitating worship with young people.</li> <li>• Experience of monitoring work, evaluating the success of activities and continually improving them</li> <li>• Academic qualifications: Ideally a qualification in youth work or Education related.</li> </ul>  |
| <p><b>Personal:</b></p>  | <ul style="list-style-type: none"> <li>• Ability to work independently in handling a diverse workload and in keeping to deadlines</li> <li>• Personal credibility and gravitas;</li> <li>• An excellent team player; with the ability to work collaboratively, motivate people and handle potential conflict</li> <li>• Able to demonstrate self-awareness and emotional intelligence;</li> <li>• Motivated self-starter with a flexible attitude</li> <li>• Able to demonstrate enthusiasm, resilience and tenacity and to embrace change;</li> <li>• Strong interpersonal skills.</li> <li>• Understanding of the structures of the Church of England and empathy with the aims and objectives of MINE</li> </ul>   |
| <p><b>General:</b></p>   | <ul style="list-style-type: none"> <li>• Ability to work flexible hours, including evening and occasional weekend commitments as required. Essential to this role is the ability to work in Summer holidays, and other School holidays</li> </ul>   |

# General Conditions

## Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

## Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

## Health and Safety Responsibilities

MINE takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

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| <b>Salary</b>        | JNC paygrade 5: £11,584 (£19,324 FTE) Probationary period.   |
| <b>Hours of Duty</b> | The post is offered on a part-time basis working 22.5 hours per week. The post may require availability and attendance at evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.<br><br>The post is initially offered as a one-year fixed term role. |
| <b>Annual Leave</b>  | Part-time staff receive 14 days paid leave per year exclusive of 8 public holidays and 4 additional holidays approved by the Board.  |
| <b>Contract</b>      | The post is offered initially on a 'fixed term contract' for 12 months. The employer is Mission Initiative Newcastle East.   |

## To Apply:

Complete the application form (available on request) and return it along with a cover letter to Phil Medley at [phil.medley34@gmail.com](mailto:phil.medley34@gmail.com) by 5pm on Tuesday the 4<sup>th</sup> of January 2022.