

A photograph of three young men sitting together, focused on playing video games. The man on the left has curly hair and is wearing a white t-shirt and dark blue tracksuit bottoms with a Paris Saint-Germain logo. He is holding a small black can. The man in the middle is wearing a black beanie with white stars and a white t-shirt, holding a white game controller. The man on the right is wearing a grey baseball cap and a blue hoodie with the text 'the future is here' in white, holding a blue game controller. In the background, there is a sign that says 'FOOD DRINK' and 'no smoking'.

Youthscape

Senior Youth Worker

Occupational requirement for post holder to be male

Why you should join Youthscape's Luton team

Back in 1993, Youthscape started life as the Luton Churches Education Trust – a charity launched and funded by the churches in Luton, working together to serve teenagers across the town. Since then, we have grown into a national hub for youth work resources, events and training while continuing to serve the young people here at home.

Youthscape Luton are seeking to recruit an excellent youth worker. The successful candidate will lead and support delivery within a range of our existing youth work programmes alongside our innovative and experienced team. These programmes include groups and assemblies in local schools, a daily after-school drop-in, a twice-monthly Christian youth gathering for youth groups across the town, detached youth work, NEET prevention work, and mental and emotional wellbeing support. The wide variety means that this role provides lots of exciting opportunities for the successful candidate to engage in different types of youth work in a number of settings, and to support a wide range of young people from

across the town. The successful candidate will also support the development and delivery of new projects and initiatives that are formed in response to the needs of young people in Luton.

Due to the need for adequate male and female staffing ratios in our work with young people as outlined in our Safeguarding Policy, it is an occupational requirement for the post holder to be male. As this role includes Christian activities and practice, it is also an occupational requirement for the post holder to be an active, worshipping Christian.



Work with young people in Luton

Youthscape Luton supports young people across our town within a variety of different settings; our drop-in, school, our twice-monthly Christian youth gathering Luton Unite, and targeted youth work projects. This role provides the opportunity to invest in, support, and empower young people through each of these mediums, and to expand what we offer to provide further development opportunities for them.

Our work with local secondary schools takes on a variety of forms and happens both within and outside the school environment. Assemblies, group work, mentoring sessions, and detached work during lunchtimes are key elements of our support for students within the school setting. Compass takes place at Bute Mills and provides targeted support for students

in Year 9 at risk of disengaging from their education. The project aims to increase young people's aspirations, equip them with tools to manage their emotions, and support them to set goals for the future. Fearless also takes place at Bute Mills and provides targeted support for young women at risk of Child Sexual Exploitation. This project aims to build the students' self-esteem and equip them with tools to build healthy relationships with others. Our work in local secondary schools is a significant part of our legacy in Luton and over the years we have built a strong reputation within schools in the town.

Our Drop-in runs four nights a week after school, and provides a safe, consistent space where young people can build healthy friendships, receive support, take part in a variety of fun activities, and eat

a free hot meal. It provides a sense of 'home' and 'family' for all young people in Luton, particularly some of the town's most vulnerable and disadvantaged, and creates a space for long-term investment in and relationship with those from across the town.

Luton Unite is run in partnership with local churches, and twice a month provides a space for young people to encounter God, explore faith, celebrate together, and build friendships with other Christians of a similar age from across the town. This role will provide the opportunity to support young people at various stages of faith development, and to work alongside local churches to help each young person explore, grow and develop further.

"This is a fantastic opportunity for an excellent youth worker! We are excited to see how the successful candidate will work alongside our passionate and skilled team to help support young people from across the town. There will be the opportunity to invest in face-to-face work in a variety of youth work settings, and to support the development and delivery of our programmes to help meet the needs of more young people in Luton"

Gemma Milligan, Head of Luton Youth Work

Key tasks and responsibilities

1. Lead and deliver youth-facing work in local secondary schools.

1.1 To lead, alongside other members of the Youthscape Luton team, the delivery of different programmes within at least two local secondary schools on a termly basis e.g. group work, mentoring, detached work etc.

1.2 To build and maintain good relationships with staff and students and be a positive representative of Youthscape.

1.3 To deliver assemblies, lessons, and other projects as and when required, in partnership with other members of the Youthscape Luton team.

1.4 To take responsibility for the planning, administration, monitoring and evaluation associated with the schools work delivered.

2. Support the delivery of wider youth-facing programmes at Bute Mills.

2.1 To support the delivery of Bute Mills Drop-in one-two afternoons a week.

2.2 To be part of the team delivering Luton Unite, a twice-monthly Christian gathering for young people across Luton, run in partnership with local churches.

2.3 To support the delivery of other wider youth-facing programmes (e.g. Compass, detached work etc) as required by your Line Manager.

2.4 To support the development and delivery of new programmes and initiatives formed in response to the needs of young people as required by your Line Manager.

3. Fulfil wider responsibilities as a member of the Youthscape team.

3.1 To participate, as required, in meetings, training and development, and staff activities within Youthscape, including our weekly chapels at 9am on Mondays and attendance at three 48-hour retreats each year.

3.2 To take responsibility for safeguarding at Youthscape by:

- Completing relevant and regular training, as required.
- Ensuring awareness and understanding of Youthscape's safeguarding policies and practices.
- Implementing Youthscape's safeguarding policies and practices in all aspects of your day-to-day work.
- Conducting yourself in accordance with Youthscape's safeguarding policies and practices at all times, including outside of usual working hours.
- Reporting any safeguarding concerns in accordance with Youthscape's safeguarding and whistleblowing policies.

3.3 To carry out any other reasonable tasks as required by your Line Manager.



Person specification

ESSENTIAL	DESIRABLE
Skills	
<p>People Skills</p> <ul style="list-style-type: none">• Excellent interpersonal skills, including knowing how to relate to people in different contexts.• Good people management skills.• Strong communication skills, including oral, written and social media.• Ability to relate to young people and build appropriate, encouraging relationships with them.• Ability to set and maintain strong boundaries with young people and manage challenging behaviour. <p>Strategic Skills</p> <ul style="list-style-type: none">• Ability to multi-task and manage competing priorities.• Good administrative skills, including ability to manage own time.• High standard of computer literacy.• Ability to manage different elements of projects and programmes to ensure smooth delivery. <p>Personal Skills</p> <ul style="list-style-type: none">• Gracious and accepting of others regardless of faith, ethnicity, culture, socio-economic status, gender or background.• Honest, and with high integrity.• Motivated, committed, and tenacious.• Efficient, takes initiative, and manages self effectively.	
Knowledge	
<ul style="list-style-type: none">• Awareness and understanding of youth culture and current issues facing young people.• Awareness and understanding of specific issues faced by young people in Luton.• Awareness and understanding of general safeguarding practices and procedures when working with young people.	

ESSENTIAL	DESIRABLE
Experience	
<ul style="list-style-type: none"> • At least two years direct experience working with young people in an urban community or school setting. • Experience of developing and leading youth work programmes in an urban community or school setting. • Experience of dealing with and managing challenging behaviour in an urban community or school setting. • Experience of working with young people in a faith setting. 	<ul style="list-style-type: none"> • Experience of liaising and working with other professional services and practitioners to provide support for young people • Experience of direct work with vulnerable young people.
Values and ethos	
<ul style="list-style-type: none"> • There is an occupational requirement for this role to be held by a practicing Christian. • The successful candidate will be willing to live locally. 	.
Transport	
<ul style="list-style-type: none"> • Hold a full UK driving licence and own a car that can be used for work as an independent means of transport. 	
Other	
<ul style="list-style-type: none"> • There is an occupational requirement for this role to be held by a male 	



Terms of employment

This role will be part of the Youthscape Luton Team and line managed by the Head of Luton Youth Work.

The role is full time (40 hours a week) based in Luton.

The role also requires attendance at our shared team activities like our retreats, Satellites festival and the National Youth Ministry Weekend.

The salary for this role is from £29,500 depending on experience.

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Youthscape offer an employer's contributory pension scheme for all staff and a wide range of employee benefits including:

- 25 days paid holiday (plus bank holidays) rising to 27 days after three years and 30 days after five years service.
- Additional annual salary increases within a pay band.
- Three staff retreats each year.
- £300 annual training allowance to be spent by employee plus access to fund for formal qualifications.
- Apple Macbook Pro provided and available for personal use.
- 24 weeks of paid maternity leave (12 weeks full pay, 12 weeks half pay) and 4 weeks of paid paternity leave (see our terms and conditions for details).
- 4 week paid sabbatical for longer serving staff.

How to apply

We welcome questions and scoping conversations from anyone interested in the role. If you would like to know more about what the role would be like on a day to day basis, or discuss whether the role might be suitable for you, please get in touch with Jemimah Allen, Director of Youthwork and Resources, at jemimah.allen@youthscape.co.uk or Gemma Milligan, Head of Luton Youth Work, at gemma.milligan@youthscape.co.uk

Applications must be made by Wednesday 2nd July 2025.

You should download the Youthscape application form from our website and send the completed form, together with a short covering letter, to mulkina.mackay@youthscape.co.uk. Mulkina can also address any questions about the application process or any difficulties in completing the form.

A selection of candidates will be invited to interviews on Wednesday 16th July 2025 in Luton.

Youthscape

Youthscape is working to see every young person in the UK reached with the transforming love of God. We believe that this will only be achieved through the renewal of the local church's engagement with those young people; a church inspired and equipped with vision, research, skills and resources. This means that our primary focus is on inspiring, resourcing and training churches for the task of reaching young people.

We are youth workers. For more than 30 years, we have worked directly with young people and churches in our home town of Luton, Bedfordshire, and our work continues to flow out of this direct experience. Our vision to inspire the church and reach young people is rooted in both passion and practice.

We will engage three key groups through our work. We will invest in youth leaders, resourcing them for their task, training them to work innovatively with the emerging generation, and helping them to keep going for the long haul. We will seek to inspire and train church leaders to create a context for great youth work. And we will work directly with young people, both in Luton – where we continue to model excellent youth work - and nationally through events and resources which help to embed teenagers in their local church.

We will know that we are succeeding when more churches are growing because they prioritise the welcome and support of young people, and when more young people are finding a home in the Christian faith.





Youthscape
74 Bute Street
Luton
LU1 2EY

01582 877220

hello@youthscape.co.uk

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