



Person Specification for Alton Castle Programme Leader

Essential	Desirable	Method of Assessment
Qualifications		
Educated to at least A-level standard or equivalent training	Educated to degree level	A C
Training to work with children or young people	Qualified Teacher Status JNC Qualification in Youth Ministry/Work	A C
Training and National Qualification in Youth Ministry or Youth Work	Qualifications in the Outdoors/Adventure Education	A C
Car Driver -holding a full UK licence / International Driving Permit	Qualification in Theology	A C
	First Aid Certificate	A C
	D1 on licence (minibus driver)	C
Experience		
2 years' experience of working with children and/or young people within a paid or voluntary capacity	Experience of facilitating programmes, or training others in youthwork skills	A I
Experience of a leadership position	Experience of working with young adults, especially in a residential setting	A I
Experience of working with volunteers	Experience of a successful year in a retreat centre	A I
Presentation experience & groupwork skills	Significant experience of leadership and management in a youth related situation, including supervision of volunteers / managing team members	A I
Experience of leading/planning liturgies		A I
Knowledge & Skills		
Some knowledge of Scripture and the teachings of the Church	Adept at presenting the Christian message dynamically with young people	A I
Awareness of safeguarding policy and procedures	Trained in the safe use of the Internet	A I
An understanding of good safe working practice	Experience of Health & Safety in practice	A I
To have an active faith with the ability to inspire and lead others	Musical, dance or artistic skills, especially re communicating the Gospel	A I



Able to lead outdoor treks, bike rides, etc	Knowledge of impact of outdoor activities with young people	A I
Good organisational skills, ability to work on own initiative as well as part of a team	Skilled at leading others, especially young adults	A I
Good interpersonal skills, ability to communicate effectively, especially with children and young people	High level of verbal and written communication skills	A I
Working knowledge of child development	Ability to build good rapport with young people	A I
	Knowledge of effective educational techniques	A I
IT Literate	Skilled at managing professional social media accounts	A I
Personal Qualities		
Faithfilled and prayerful	Ready to lead others	A I
Enthusiastic	Innovative	A I P
Trustworthy	Reliable and friendly	A I P
Flexibility	Creative	A I P
Stamina	Confidence	A I P
Special Factors		
Practising Roman Catholic who is energetic to grow in their own faith and lead others to Christ Have an understanding of, and commitment to, the ethos of the Kenelm Youth Trust Able to live and work as part of a residential Catholic community Must be able to lead outdoor treks, bike rides, etc. Commitment to enabling child-centered services Commitment to anti-oppressive practice Commitment to safeguarding Readiness to undertake any necessary training to ensure professional standards		

Method of Assessment: A = Application Form I = Interview C = Certification P = Presentation