

Your next exciting career begins here.



Application Pack

Development & Engagement Worker
Scotland



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Our Vision

Children and Young People live **"life to the full"**
(John 10:10)

Our Mission

The Boys' Brigade has **faith in young people** and provides them with opportunities to **learn, grow** and **discover** in a **safe, fun,** and **caring** environment which is rooted in the **Christian faith.**

Our Values

Faith, Inspiring, Caring, Trusting.

Find out more about our **Vision, Mission,** and **Values** at **www.boys-brigade.org.uk/ourvision**

If you have a passion for supporting and nurturing potential, so do we...

Thank you for your interest in joining our staff team.

For over 140 years, The Boys' Brigade (BB), an international Christian youth organisation, has been providing opportunities for children and young people to learn, grow and discover in a safe, fun, and caring environment.

BB Companies (groups) meet in communities across the country, supported by dedicated volunteer leaders giving their time and skills every week.

Our groups are at the heart of the outreach work taking place in churches to empower, engage, and transform lives in local communities.

None of this work would be possible without our small but dedicated team of staff supporting the work of our volunteers.

Thanks again for your interest in what we do, and we look forward to receiving your application.



Jonathan Eales
Chief Executive

"BB offers a space for young people to find out who they truly are in loads of different ways and does it better than anyone else"

Rev Dez Johnson, President

You'll be helping to transform lives but what else can we offer?

- We are a flexible employer and allow staff to work with flexibility that suits you, your role, and your area of work.
- We take your health and safety seriously with regular training and support.
- Be proud to work for an organisation with a rich history and proven track record.
- Opportunities for continued learning and development.
- 25 days holiday a year and enhanced Maternity, Paternity, Adoption Leave, TOIL system and a generous Sickness Pay entitlement.
- Annual Appraisal and Bonus Scheme.
- 3 additional days leave between Christmas and New Year.
- Expenses incurred through carrying out role are reimbursed.
- Be part of an organisation that believes having fun and wellbeing is important too, with team days, residentials, and social events creating informal opportunities for meeting, working, and getting to know your friendly and supportive colleagues.

About the Role

Job Title:	Development and Engagement Worker, Scotland
Purpose:	To support and develop existing groups and establish new groups in Scotland, supporting the development of resources and strategies to enable this.
Responsible to:	Development and Engagement Manager
Department:	Development and Engagement Team
Base Location:	Flexibility
Term/Contract:	Permanent
Salary:	£26,000-£28,000 (dependant on experience)
Hours:	Full time contract (35 hours per week) will require flexibility to regularly work evenings, weekends and away from home as required.
Internal Relationships:	Development and Engagement Team and wider Staff Team across country
External Relationships:	Volunteer leaders, young people, churches, schools, community settings, partner organisations and public enquiries.
Driving Licence:	The post holder should have a full driving licence and access to a car. Mileage will be paid at our current employee rate.
PVG/References:	Appointment will be subject to membership of the PVG scheme and two references completed before employment commences.

Key Responsibilities

- Support existing groups and assist them to build capacity to enable recruitment of additional young people and volunteer leaders
- Deliver projects with a focus on achieving agreed targets
- Help enhance the quality of programmes and the experience offered to young people
- Monitor and evaluate the needs and challenges of groups
- Promote and assist with delivery of training / opportunities for volunteer leaders to develop their skills and knowledge
- Support and promote the strengthening of church relationships within existing groups
- To implement ways to promote the organisation to new audiences
- Support the development and piloting of new ways of working
- Represent the organisation within relevant groups/networks in Scotland, for example supporting our involvement in the Scottish Youth Parliament
- Supporting the delivery of events in Scotland to engage leaders and young people
- Other relevant related duties as required

Person Specification

Essential

- A gifted communicator with excellent interpersonal skills that will be required to build strong relationships
- Experience of working with and supporting volunteers
- Experience and understanding of youth work
- Understanding of the church, and the challenges and opportunities facing church partners
- Experience of developing and maintaining a variety of partnerships
- Ability to plan and prioritise own workload but also have a flexible approach as part of a small staff team
- Willingness to work flexibly – working evenings and weekends will be an important part of this role
- Ability to multi-task, problem-solve, demonstrate initiative and work well under pressure.
- Positive and personable approach, with the ability to encourage others
- Proficient in the use of IT and Microsoft software
- Sympathetic to the vision and mission of The Boys' Brigade

Desirable

- Knowledge and understanding of the work of The Boys' Brigade
- Experience of developing and delivering training
- Event management

How to Apply

- Applications:** Please send in a covering letter setting out why you feel you are suitable for the role and an up-to-date CV to **jobs@boys-brigade.org.uk**
- Closing Date:** 12pm on Friday 28th March 2025
- Interviews:** Provisionally set for Thursday 10th April. Candidates selected for interview will be notified in advance.
- More Information:** To have an informal conversation regarding the role or for more information please contact **Vaughan Staples, Development and Engagement Manager** by email **v.staples@boys-brigade.org.uk**



www.boys-brigade.org.uk/job-vacancies