



# Innovation Specialist

*Youthscape*





A smiling woman with long brown hair is looking through a glass partition. The glass has a large, stylized graphic overlay that resembles a city skyline or a series of interconnected shapes. The woman is wearing a patterned top. The background shows a modern office interior with large windows and a staircase.

# Contents

1. About Youthscape
2. Innovation at Youthscape
3. Why work at Youthscape?
4. Role Description
6. Conditions of Employment

# Youthscape

**We are Christians passionate about seeing positive transformation for all young people.**

We are building on a 25 year investment in one place to see real change in the lives of teenagers. We are part of a wider movement of churches and faith organisations working for the good of young people and believe that a renewed local church is key to a better future for teenagers of every background and belief.

At the heart of our work is Bute Mills, our pioneering Luton hub where we meet young people in schools, churches and the community. Research and innovation are core values as we seek to understand youth culture, enabling us to develop new resources and models of youth work and refine established approaches because a rapidly changing culture demands innovative thinking and practice.

We then share what works nationally through events, training, consultancy and resources. Our resources for youth work include our conference the National Youth Ministry Weekend; a weekly podcast hosted by Rachel Gardner and Martin Saunders; the Open Me series of devotionals for youth workers; a comprehensive annual programme of training and a range of innovative resources, all of which are available in the Youthscape store.

Our vision is to see the landscape change for every young person in the UK beginning with those in Luton. Ultimately we want to see all churches inspired and equipped with everything they need to see transformation in the lives of the young people in their community.



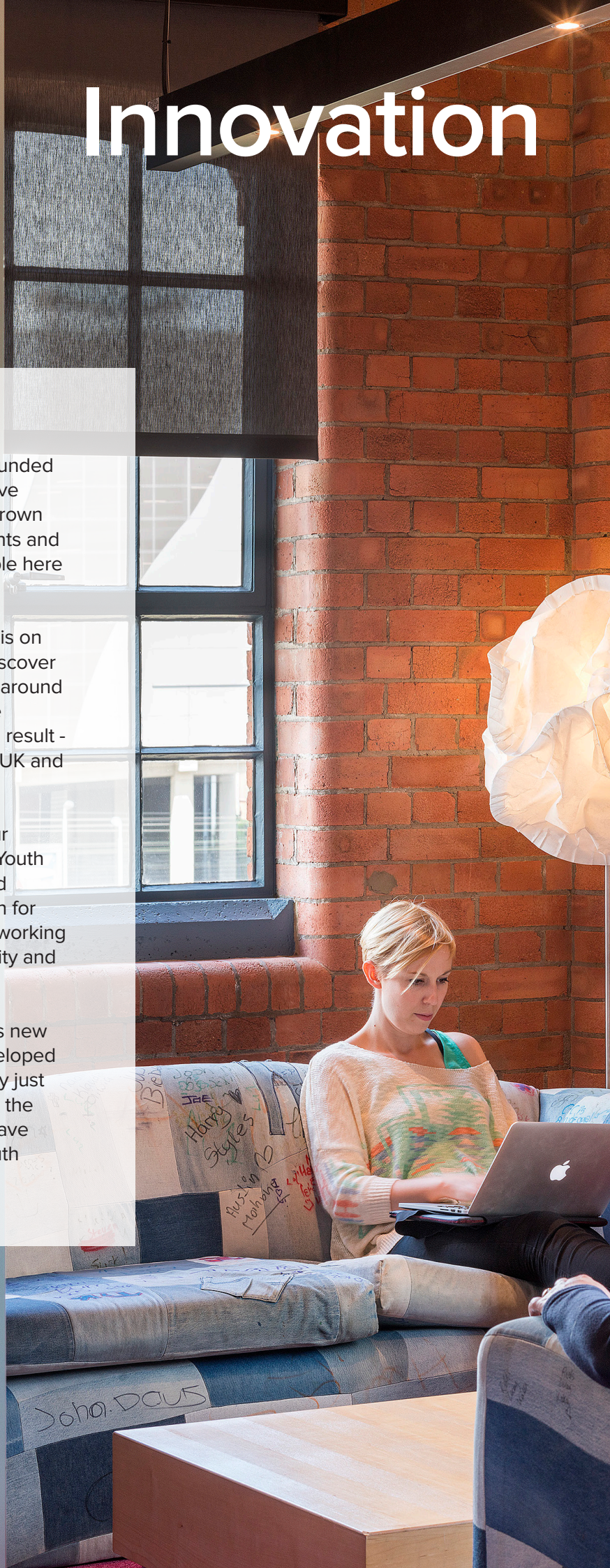
# Innovation

Back in 1993, Youthscape started life as the Luton Churches Education Trust - a charity started 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 in Luton.

A key focus for us now as a national organisation is on Innovation - using robust creative processes to discover new answers to the challenges facing the church around young people. We've radically altered the way we develop resources, models and programmes as a result - and we also train and resource others across the UK and beyond to do likewise.

We're learning more all the time, and we share our knowledge through our conference the National Youth Ministry Weekend, our resources and training, and our website. Our aim is not only to become known for excellence in innovation, but to inspire everyone working with young people to a higher standard of creativity and quality.

We do all this because youth ministry badly needs new models and tools which work. We've already developed a host of exciting new things - but we're only really just getting started. This new innovation role is vital to the long-term future of the organisation - and could have a major part to play in the development of UK youth ministry.





# Why work at Youthscape?

## PASSION

Whether we're cleaning, mentoring, working in drop-in, creating new resources, planning events, looking after the finances, posting orders to customers, training youth workers, filing, delivering sessions in schools or fundraising, young people and their wellbeing are at the heart of everything we do.



## FAITH

The team meet every Monday morning to pray and focus on God at the start of the week, followed by breakfast together. We also go on a 48 hour retreat three times a year as a great chance to get away together for teaching, prayer, worship and to get to know each other.

## PACKAGE

Our team work in a state of the art office in Luton town centre with free car parking. They enjoy 25 days of holiday per year, plus bank holidays. We also operate an employer's contributory pension scheme for all staff and a sixteen week sick pay policy.



## OPPORTUNITIES

Staff have opportunities to get involved with wider ministry, including the National Youth Ministry Weekend, representing us at festivals and exhibitions, and the innovation process for new resources. Team are also encouraged to volunteer at drop-in or as a mentor.

# Role description: Innovation Specialist

The Innovation Specialist is a new role, created to coincide with the launch of the Youthscape Centre for Innovation. The successful candidate will work alongside the Director of Innovation to develop new youth ministry models and resources, and to help develop creative thinking across the Youthscape team. They will be an exceptionally creative thinker, with a flair for project management, excellent communication skills and the ability to both self-motivate and work as part of a high-energy team.

**Salary: £24,000 - £26,000**

## Key responsibilities and tasks

### **1. To become an innovation specialist, internally and externally**

- 1.1 To develop the organisation's understanding of innovation, through training and other regular exercises for staff.
- 1.2 To help to develop training and consultancy offerings around innovation, and to help deliver those.
- 1.3 To write regularly for the Innovation area of the new Youthscape website, specifically the dedicated innovation blog.
- 1.4 To develop their own understanding of innovation, through reading, attending training and more.

### **2. To manage creative projects at Youthscape**

- 2.1 To implement the Youthscape Innovation Process, working with various team members to develop new youth work resources.
- 2.2 To liaise with graphic designers and other external providers / services in the development of new resources.
- 2.3 To work with and alongside the local team in the testing and development of new youth ministry models.
- 2.4 To learn and contribute to the evolving innovation process at Youthscape, and to ensure working systems are in place that enable creativity across the organisation.
- 2.5 To work alongside the Marketing Manager to ensure that the relevant wider audiences know about and are able to access new resources at launch.

### **3. To work with partner organisations to create resources for launch at the National Youth Ministry Weekend (NYMW)**

- 3.1 To share responsibility for the delivery of three new innovative resources annually at the NYMW, with the Director of Innovation.
- 3.2 To work with partner organisations to develop ideas, concepts, design, prototypes and final versions of these resources.

3.3 To ensure the Youthscape Innovation Process is implemented in the development of these resources, including when a partner organisation is involved.

3.4 To plan and ensure a positive and clearly-understood launch for each resource on main stage at the NYMW.

3.5 To work alongside the Marketing Manager to ensure that the relevant wider audiences know about and are able to access these resources at launch

#### **4. To assist in development of the Youthscape Centre for Innovation in Youth Ministry**

4.1 To work alongside the Director of Innovation in the creation, launch and development of the Centre .

4.2 To administrate our Advisory Panel on Innovation, including timely email communication, and minute-taking on conference calls and meetings

#### **5. To fulfil wider responsibilities as a member of Youthscape**

5.1 To maintain experience working with young people on a weekly basis, in the context of our local work. For example, to join the team on one local project.

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

5.3 To participate in Youthscape collaborative work, as required.

5.4 To carry out any other reasonable tasks as required by your line manager.

## **1. SKILLS**

### **People skills**

- Good interpersonal skills
- Strong written communication skills
- Ability to facilitate group discussions and draw ideas out of others

### **Strategic skills**

- Exceptional creative skills including idea generation and development
- Judgement and decision-making
- Ability to co-ordinate a variety of projects and deadlines
- Resource development skills

### **Personal skills**

- Honesty and integrity
- Organised and methodical
- Attention to detail
- Personal effectiveness and self-management
- Motivation and commitment

## **2. EXPERIENCE**

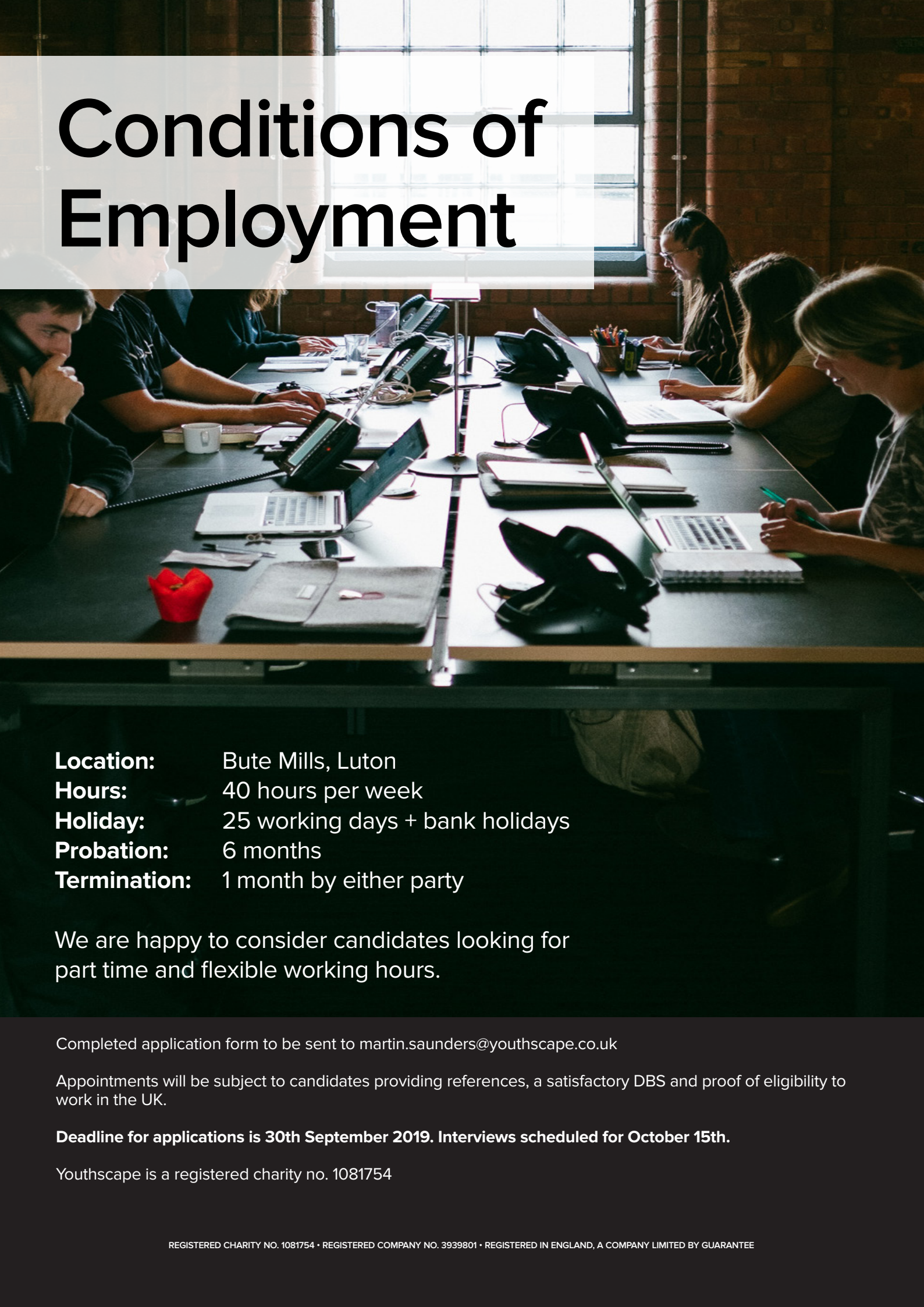
- Experience of working on and implementing creative ideas and projects
- Experience and understanding of youth cultures
- Experience of working directly with young people (as a volunteer or paid)

## **3. VALUES AND ETHOS**

- There is a requirement that the role be held by a Christian.



# Conditions of Employment



<b>Location:</b>	Bute Mills, Luton
<b>Hours:</b>	40 hours per week
<b>Holiday:</b>	25 working days + bank holidays
<b>Probation:</b>	6 months
<b>Termination:</b>	1 month by either party

We are happy to consider candidates looking for part time and flexible working hours.

Completed application form to be sent to [martin.saunders@youthscape.co.uk](mailto:martin.saunders@youthscape.co.uk)

Appointments will be subject to candidates providing references, a satisfactory DBS and proof of eligibility to work in the UK.

**Deadline for applications is 30th September 2019. Interviews scheduled for October 15th.**

Youthscape is a registered charity no. 1081754