

The Forge Community Church

Kids Director Person Specification

1. Team Player

First and foremost, we need a good team player. The writer Pat Lencioni describes three key characteristics of a team player: they are **humble, hungry** and **people-smart**. You can read more here: <https://files.tablegroup.com/wp-content/uploads/2020/12/14171138/Ideal-Team-Player-Model-and-Summary.pdf>

Of course, we want to appoint someone with the skills and experience for the role, but we will not appoint someone who cannot evidence that they are a team player.

2. Vision and Mission

The person appointed will be able to evidence that they are inspired by and committed to the Forge's **mission** to help people find and follow Jesus and its **vision** to be a church community that unchurched people love to be part of.

You'll also need to be in agreement with our staff Code of Conduct and the church's Statement of Faith.

3. Approach and Values

The person appointed will be able to provide evidence that they embrace the Forge's staff team values of openness, ambition, fun, teamwork and wholeheartedness. In addition, we are looking for you if you are passionate and excited about working with Kids in the church and in the community and are:

- Confident
- Thoughtful
- Flexible
- Self-motivated
- Reliable
- Proactive
- Committed
- a Problem Solver

4. Skills

You will:

- Be familiar with designing and delivering children's work which prioritises their safety. This includes a practical knowledge of safeguarding legislation and practice.
- Be an effective communicator both with children and adults. Ideally you are confident in front of a crowd and clear and empathetic when communicating with individuals of all ages, and in a variety of different settings, e.g. team meetings, assemblies, group sessions, and one to ones.
- Be organised.
- Be able to build team, inspire and work well with others; be adept at motivating and enthusing volunteers.
- Be able to teach.
- Be empathetic with children including those with additional needs.

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5. Experience

You will definitely:

- Have worked successfully with children either as a job and/or a volunteer.
- Have a successful track record of shaping, leading and delivering kids work within an organisation (e.g. a church or a school) and the community (e.g. clubs).
- Have worked with children with additional needs and understand what makes an effective and safe environment for them.

Preferably, you will also:

- Have worked for a church or other third sector organisation.
- Have a formal qualification relevant to the role.