



IYM Youth Worker

Purpose

The Youth Worker will initiate, facilitate and deliver a range of opportunities aimed at increasing the engagement and participation of children and young people across Quakers in Ireland (Ireland Yearly Meeting). There is no expectation that the person appointed will be a member of the Religious Society of Friends (Quakers) but applicants will need to be sympathetic to Quaker values. Our vision is to nurture young people both socially and spiritually in an environment of openness and integrity in order to strengthen Ireland Yearly Meeting's future.

Hours

The post holder will work an average of three days per week (22.5 hours a week). The work requires a good degree of flexibility from the worker to be available on a variety of weekends, weekdays and evenings. Some overnight stays will be required and there will also be the need for occasional travel across Ireland. A time-off in lieu system will be operated. The person appointed can be based anywhere in Ireland, with the option of working from an office base in Dublin or Belfast or they may choose to work from home.

Context

Ireland Yearly Meeting (IYM) is the organising body of the Religious Society of Friends in Ireland. There are approximately 1300 members of the Religious Society of Friends, or Quakers, in Ireland plus a further 400 Attenders (those who attend Meeting for Worship regularly but who are not in membership). Ireland Yearly Meeting employs two part-time administrators who are based at Quaker House in Dublin. The Moyallon Centre, near Portadown, is a purpose-built residential centre run by Friends and available to all youth, community and church groups.

Quaker places of worship are called Meeting Houses and our worship Meeting. There are some 28 Meetings and smaller Worship Groups across Ireland. Eleven of them offer either weekly or monthly Sunday School/Junior Meeting for under 18s. There are around 130 children who are either members or attenders of the Religious Society of Friends. The numbers of under 18s attending Sunday School are small. There is a growing number of active Young Adult Friends (18 to 35 year olds) and Young Leaders from amongst them make a valued contribution to the activities run for 11 to 18 year olds.

In addition to Sunday School and Junior Meeting, other activities for young people currently taking place across Ireland Yearly Meeting include Youth Clubs, online events and residential: Junior Yearly Meeting, Junior Moyallon Camp, Senior Moyallon Camp and Senior Moyallon Camp Fellowship, a gathering for Young Adult Friends. Additionally, daily activities for children and young people are run at Yearly Meeting, the annual gathering of Friends in Ireland. All these activities are run by volunteers.

There are two Quaker Schools in Ireland, Friends' School Lisburn and Newtown School Waterford, and there is the opportunity to strengthen the existing links with them both. Young people from Ireland Yearly Meeting also attend activities run by Britain Yearly Meeting (BYM).

Key aspects of the job will be:

- Providing support and connection for children and young people
- Contributing to events run for children and young people across IYM
- Providing support for volunteers working with children and young people
- Working with other churches, organisations and agencies
- Safeguarding responsibilities
- Accountability, administration and training

Job Description

Time percentages are given for guidance purposes and reflect broad expectations of how the post holder would spend their time over the course of a year. This may change over time following discussion and agreement between the post holder and line manager.

1. Providing support and connection for children and young people (25%)

- Promote outreach and explore ways to increase the participation of children and young people in local Meetings.
- Develop and maintain a lively youth area on the IYM website.
- Support and develop existing work among young Friends both in person and online.
- Develop a co-ordinated programme of events over the year and establish effective channels of communication with young Friends and their families to ensure they are aware of all opportunities across IYM, BYM and further afield.
- Publicise and report on events and other opportunities for children and young people across IYM and, where appropriate, beyond.
- Provide a point of contact and assistance to Young Adult Friends as needed and be a source of advice and support in the activities they plan.
- Advocate for and support Quaker children and young people in having a voice, taking on roles, being able to participate more and to be involved in decision making.

2. Contributing to events run for children and young people across IYM (30%)

- Participate, run sessions and provide support at the residential camps - Junior Yearly Meeting (Easter), Junior Moyallon Camp (June), and Senior Moyallon camp and Young Adult residential (both held in July).
- Lead and co-ordinate the programmes for 11-18 year olds at the annual Yearly Meeting and support the volunteers planning the programme for under 11s.
- Lead and run activities for young people at other ad hoc day events run for IYM.
- Develop other residential opportunities for young people.

3. Providing support for volunteers working with children and young people (25%)

- Build a network of relationships for those volunteering with children and young people in local Meetings for them to connect, exchange ideas and share resources.

- Work with Meetings to enable them to engage with and feel more equipped in responding to the needs of children, young people and families.
- Provide support to Meetings seeking to establish a Sunday School / Junior meeting.
- Provide support to regions within IYM wishing to set up and run a Youth club and seek to develop other opportunities for 11 to 18 year olds.
- Identify and co-ordinate volunteers when running events.
- Ensure all volunteers / leaders working with children and young people are vetted and have undertaken safeguarding training.
- Organise and / or provide leadership training for Young Leaders as needed.
- Use the IYM website to host resources and training opportunities for volunteers and Young Leaders.
- Ensure appropriate documentation is in place for all activities and that documentation with personal information is stored appropriately and according to IYM GDPR policy.

4. Working with other churches, organisations and agencies (5%)

- Establish good working relationships with youth workers across a range of faith groups.
- Act as point of contact for queries in relation to the organisation and running of Quaker youth events.
- Establish links with the Quaker Schools in Ireland to develop opportunities for learning and sharing.

5. Safeguarding responsibilities (7%)

- Act at all times in accordance with IYM Safeguarding policy and be the safeguarding lead for all events and activities for young people both in person and online.
- Be a mandated person in accordance with legal requirements in Republic of Ireland.
- Complete all mandatory training modules on safeguarding adults and children, including annual refresher training and mandated person training.
- Ensure all volunteers / leaders working with children and young people have been vetted by IYM and have undertaken safeguarding training.
- Report as required to IYM Safeguarding Liaison Group.
- On appointment Enhanced Access NI and Garda checks will need to be fulfilled.

6. Accountability, administration and training (8%)

- Report to and engage in regular supervision sessions with the Line Manager.
- Keep a record of hours of hours worked for regular joint review with the line manager.
- Keep a weekly log recording all activities undertaken and events organised.
- Monitor and evaluate the effectiveness of work undertaken through gathering feedback from young people and volunteers.
- Report, as required to IYM Education Committee.
- Ensure that all IYM policies, including Safeguarding, Equal Opportunities, Health and Safety, GDPR are adhered to and uphold IYM's commitment to sustainability.
- Participate in relevant training and development opportunities.
- Administer own arrangements, including diary management and booking travel and overnight accommodation when needed.
- Any other duties deemed necessary or appropriate to the post.

Person Specification

Essential Knowledge

- While there is no expectation that the person appointed will be a member of the Religious Society of Friends (Quakers), they should possess knowledge of and sympathy with Quaker values.
- A good understanding of equity, diversity and inclusion in a range of contexts.

Essential Qualifications

- Educated to degree level in a relevant discipline or relevant life experience in the area of working with children and young people plus relevant training.

Essential Experience

- Experience in working with children and young people in a paid or voluntary capacity (two years experience within the last 6 years) to include the planning, management and delivery of activities for young people.
- Experience of working with, training, managing and developing volunteers.
- Knowledge and experience of how to respond to and manage pastoral needs and safeguarding issues.

Essential Skills

- Highly organised, with the ability to plan effectively, deliver, monitor and evaluate projects and programmes for children and young people.
- Well-developed IT skills.
- Good administrative skills with the ability to produce promotional material, reports and collect evaluation data.

Essential Abilities

- A self-starter, with the ability to think and plan ahead and work independently.
- Ability to build effective relationships and communicate effectively with children, young people and stakeholders.
- Ability to operate within professional boundaries, promoting the Society's image and values, confidently yet sensitively applying knowledge, skills and spiritual values when developing and maintaining relationships with children, young people and families, and the wider community.

Desirables

- Degree in Youth Work, Community Work/Education or similar.
- Experience of working in a Quaker context or other faith-based contexts.
- Experience in community development; initiating, building, delivering and evaluating community projects.
- Experience in delivering events.
- Awareness of Quaker beliefs and practices in Ireland, including Quaker decision making, culture and structures.
- Experience of working with neurodivergent young people and those from the LGBTQIA+ community.
- Experience in using social media platforms.
- A full driving license and access to a vehicle.

What to expect from IYM:

Salary:

This is an all-Ireland post - salaries reflect the different market rates in each jurisdiction and reflect relevant pay scales in those jurisdictions:

Based in the Belfast office £33,022 (pro rata £19,813)

Based in the Dublin office €42,171 (pro rata €25,302)

Note if you choose to work from home the salary will be where you reside.

Other:

22.5 hours (3 days) per week - Permanent subject to 6 months probationary period.

Annual leave of 94 hours plus standard public / bank holidays (pro rata).

Pension contribution of 5% will be paid to your pension scheme and agreed on appointment.

Statutory sick pay.

Travel and out-of-pocket expenses.

Training and development opportunities.

Regular support and supervision.

Safeguarding checks:

Appointment is subject to satisfactory references and safeguarding checks.

The successful candidate will be required to undergo safer recruitment pre-employment checks, including:

- Right to work check
- References, including your current employer or if unemployed your last employer
- Documentary original evidence of qualifications
- Employment history validation
- Enhanced Access NI and Garda checks
- International police check/social media presence check if required

The successful candidate will be required to provide sufficient documentation to satisfy nationality and vetting requirements.

CLOSING DATE 12 noon Monday 9th November 2026