

**Application Pack**

# **Movement Leader**

**Closing Date:** Friday 30<sup>th</sup> June 2025

**1<sup>st</sup> Stage interview (video call):** w/c 14<sup>th</sup> July 2025

**2nd Stage interview (in person):** to be confirmed

# Frontier Youth Trust Application Pack

## Role: Movement Leader

Thank you for your interest in Frontier Youth Trust. In this pack you should find the following documents:

- Background Information to the Movement Leader post
- Vision and Strategy
- Statement on Inclusion and diversity
- Theory of Change
- Job Description
- Person Specification

### Job Details:

- Hours:** 22.5 hrs per week  
Negotiation over the arrangement of hours across the week is possible, but some flexibility is required to meet the needs of the organisation
- Salary:** £24,116 per annum  
(£40,194 pro rata)
- Pension:** 9%
- Holidays:** 5 weeks plus bank holidays and 3 additional days at Christmas
- Location:** The role will involve working within a dispersed team and with a significant amount of travel.

### Application Process:

Applications must be submitted on our Application Form and sent to us in PDF format. CVs and Letters of application will not be accepted.

When you are completing the application form, please pay particular attention to the essay section which is where you can tell us how you fit the criteria listed in the person specification.

Applications should be sent by email to:

**recruitment@fyt.org.uk**

Applications will be sifted after the closing date with an initial video call interview offered to potential candidates.

If the video call is positive, the applicant will be invited to an in-person interview, for which travel expenses can be reimbursed (on production of suitable receipts).

### Safer Recruitment:

Frontier Youth Trust is a Safe Recruiter and will require all applicants to undergo a DBS disclosure as well as taking three references. A criminal record is not necessarily a bar to working for us but must be declared on application.

#### Further information:

Should you have any questions about the role, please contact:

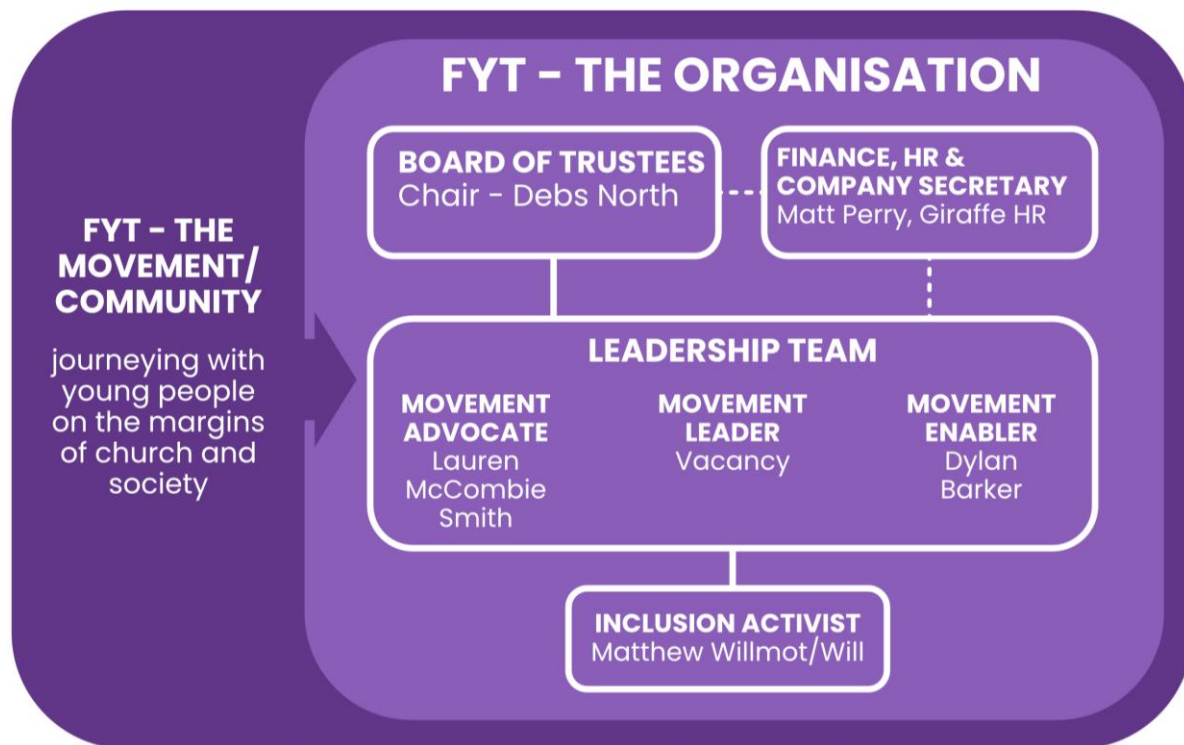
Debs North (Chair of Trustees)  
07802 685547

If you have any questions about the application process or any technical difficulties, please contact:

Matt Perry  
0121 771 2328  
matt.perry@fyt.org.uk

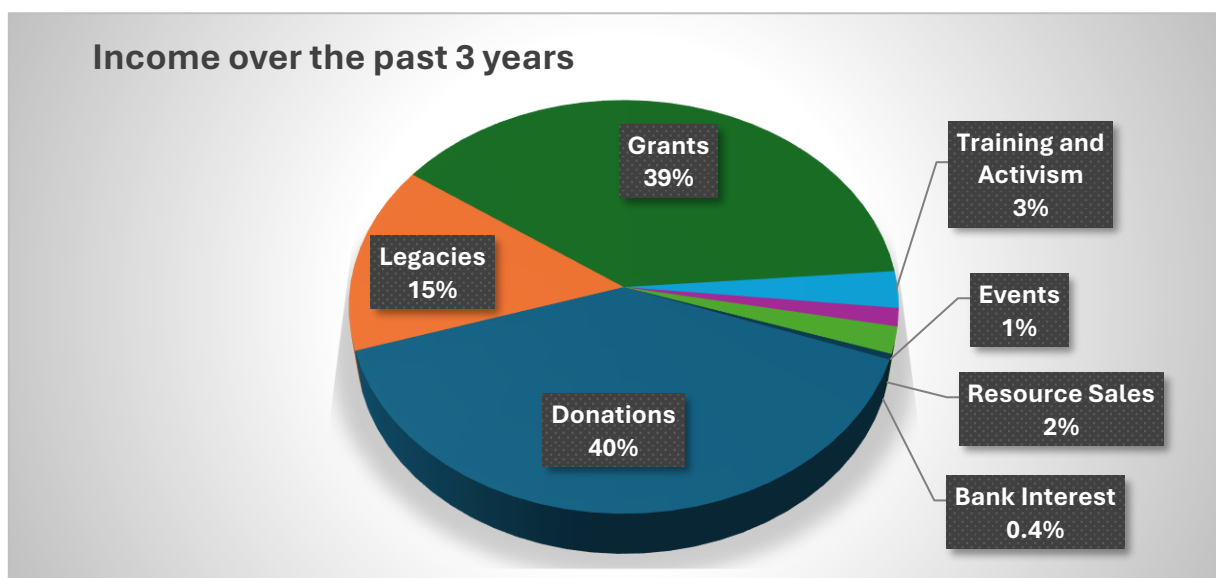
## Leadership Team Structure

In response to an organisational history of various hierarchies, our current Leadership Team structure seeks to be a flatter structure with encouragement to collaborate and co-create. The Movement Leader holds some of the traditional responsibilities of a CEO, but sits firmly within a Leadership Team of three with the Movement Advocate and Movement Enabler.



## Income Profile

FYT currently has a budget of approximately £125,000 per annum. Historically, the organisation has been able to rely on a substantial donor base who give monthly, as well as occasional legacies of varying amounts. This is an aging donor base and donations have been falling year on year for the past decade, increasing reliance on grant funding. Over the past 3 years the income has been:



## Inclusion

Over the past few years we have become passionate about inclusion, particularly with neurodiverse and LGBTQI+ groups of young people. We believe firmly and passionately that these young people are loved by God, and they have full part to play in his world (including the church). We wanted to make this explicit and so worked with the movement membership to compile the following inclusion statement:

*Frontier Youth Trust is passionately committed to equality.*

*We will seek to embrace and champion those who are often marginalised in Christian communities and the wider world, regardless of economic power, age, gender, gender identity, mental health, mental ability, physical ability, race or sexuality. As an organisation and a movement, we will be proactive in affirming all as fearfully and wonderfully made in the image of God.*

*We recognise that we don't always get this right. We can be unaware of our own prejudices, and we have not always been vocal enough about the things we stand for. At such times we will humbly seek forgiveness, and seek to make right what has been wrong. We will work to eliminate discriminatory behaviour wherever it is found and educate those who show prejudice, as we pursue a better world for young people.*

The post holder will need to be fully supportive of this statement and our approach.

## FYT Theory of Change

We are a movement working to build a better world in and through the lives of young people. We are committed to **Active Learning**, **Constructive Disruption**, **Diversity**, and **Mutuality**, which create a space for innovative work with young people to evolve. Great local ideas are **Virally Adapted** across our national community building a better world for young people and their communities.

### Ways of Working:

- **Active Learning:** Seeking out understanding of what is going on around us and putting it into practice. As reflective practitioners, learning takes place in context. Training supports this, but we don't move too far, or for too long, away from the action.
- **Constructive Disruption:** Agitating people into making specific positive change. 'Shaking the beehive' through activism: publications, campaigns, and stories of innovative youth work.
- **Diversity:** Embracing 'off-the-radar' sources. Welcoming everybody as an equal voice. We can only achieve our goals with the participation of marginalised people.
- **Mutuality:** Creating lasting bonds within the movement, uniting behind a shared cause and common interest. Building genuine supportive relationships with and between members. Sharing what we have for the common cause.
- **Viral Adaption:** The recognition, dissemination and contextual application of ideas and best practice.

Our work, with both youth workers and supporters, is shaped to facilitate Active Learning and Constructive Disruption, as well as to encourage Diversity and Mutuality. Our work has been successful if Viral Adaption has taken place. We use these *ways of working* to underpin our strategy to help members journey into the movement and to improve/increase/sustain their pioneer practice.

## **How we do theology:**

*We affirm that Frontier Youth Trust is founded on the sense that God is moving in the world as love; the mystery and incarnation of Jesus Christ; and the call to join in with the Spirit, in journeying with young people on the margins.*

Revised statement amended in our Charitable Objects in 2023

Frontier Youth Trust is a movement with a particular commitment to journeying with young people on the margins of church and society. We encourage a pioneering culture of experimentation, mystery and the messy.

Our theological commitment is to journey alongside people in action and reflection. We find common ground in values, practices and forms of presence.

In our approach, we find resonance with the way of Jesus.

### **Commitment to the margins**

In the margins we find a place of presence, discovery and encounter that changes us - and leads us to create change.

### **Embodied in relationships**

Theology is lived, by the people and in communities. It is characterised by generosity, care, conversation and collaboration. Theology begins at the edge (and not the centre).

### **Radical inclusion**

We nurture inclusive spaces for conversation in communities, between diverse people and contexts, and the wider church. We seek to widen circles of who is welcomed, and what they can bring to the table.

### **Traditioned and provisional**

We are rooted in the traditions of those who came before us, of youth work practice, and of Christian faith. And we continue to evolve through playful experimentation, conversation and an openness to change. We discern God's presence by participating in it.

### **Prophetic challenge**

We pursue justice for individuals and communities, and in the structures that we inhabit. We seek to be a prophetic challenge to the world, and to the church.

## Our Current Vision: a movement building a better world for young people

Frontier Youth Trust started sixty years ago when an inspirational group of imaginative youth workers came together to rethink mission to young people at risk. They upturned practice and challenged theological thinking and today Frontier Youth Trust is a growing movement of pioneering youth workers, committed to reaching young people on the margins. We are actively working together to build a better world in local communities by holding in tension young people's culture, the Christian story, the traditions of church and the embedding of youth work values.

### We resource this pioneering movement by...

- **//HOME: Creating a home for pioneering work with young people.** We are a mission community active in building a better world for young people. When the work is hard, and nobody gets you, connecting together sustains and equips. We meet online, at events, in regional hubs, and in collaborating on joint projects.
- **//RISK: Improving and increasing practice on the ground.** We want more, better, work with young people everywhere, especially young people on the margins. Through training, coaching, practical resources and showcasing good practice, we are resourcing and equipping the movement to take pioneering risks in their work with young people.
- **//VOICE: Calling more to pioneering with young people.** Together this movement has a loud voice. In theological thinking, campaigning, sharing good ideas, telling stories, we are inspiring and challenging others to join the pioneer movement to reach young people on the margins.

## //HOME

### What we do:

- **Message from the Margins monthly (MftM) email** - Our monthly email aims to provide some content to help reflect on practice, to update the movement on ways they can engage with us and to highlight some news and thinking from other sources.
- **Regular Zoom's** - Over the year we have host several regular Zoom's at which people and projects share and highlight their practice.
- **WhatsApp community discussions** - After deciding on a theme for the Zine (see below), we host community discussions on WhatsApp. These are used to explore the theme, reflect on it with our practice and generate content and articles for the Zine.
- **Prophetic Dreamers** - We host an annual weekend away for LGBTQIA+ young people and their families to explore faith and identity in a safe and theologically affirming environment. It is a justice project aiming to create space and push change towards a more inclusive and accepting world for LGBTQIA+ young people.
- **Listening exercise** - We are undertaking a listening exercise to maintain connections with members but also to hear what they need in terms of support and resourcing.

## //RISK

### What we do:

- **Prophetic Dreamers** - see above
- **CMS Youth and Children's Pathway** - We deliver this pathway as part of the CMS' wider programme. This course keeps our relationship with CMS and achieves part of our funding goals.
- **Webinars** - We run several free lunch webinars every other month which are positively attended. These are on a variety of themes.

- **Training opportunities** - We offer training to churches, charities and statutory organisations.
- **Exhibiting and Seminars at NYMW** - We are regularly asked to deliver a seminar on 'Managing Challenging Behaviour'. We also take the opportunity to bring provocative and inspirational interactive exhibits to the weekend which seek to engage attendees with ideas around working with young people beyond the church.
- **Resources** – We have a variety of resources available for sale via our website and at events that we attend. Currently, the Diversity Dice have the most energy behind them and we are looking to add a 'Learning Differences Dice' to our existing dice soon.
- **Beyond** - The Beyond Conference is a learning day aimed at highlighting youth and children's work that is engaging with the margins. It is a gathering point for the Movement and a call to action for those who want to go further and deeper in engaging with their communities. Beyond is a partnership between FYT and CURBS.

## //VOICE

### What we do:

- **Social Media** - We continue to weave more of the everyday life of the movement into the social media output through a more consistent thread of messaging through via Zine, the MftM email and social media.
- **LGBTQIA+ Advocacy** - FYT has been positioning itself publicly as an LGBTQIA+ affirming Christian youth organisation for several years. Through intentional recruitment, development of resources and delivery of training, we are seeking to raise a loud voice to advocate for change in the church and Christian youth work sector.
- **Beyond** – see above
- **Platform Opportunities** - We have been invited to a number of conferences to share our insight and thinking. It is often an opportunity to problematise the practice of youth workers and call them into a more missional way of working and being. Currently we will be at NYMW, 3 Generate and the URC Y&C Board.
- **Zine** - Zine is our termly publication in which we explore a theme through interviews, articles and essays.

## Looking ahead...

The following are slides from a presentation made to the Board in December 2024 with regard to the future focus of Frontier Youth Trust, in the next three year cycle. It is anticipated that this will provide a framework for the work of the organisation from April 2026. The Movement Leader will be expected to lead the shaping of the strategy, and apply for/secure funds that make it possible:

## New Vision...

making  
more space for the  
marginalised voices in  
mainstream  
youth ministry, through...

## Pioneering Youth Arts Activism



## 3 Year Plan







## Year 1 - Listening to the Margins

We will make space for marginalised voices to be heard, taking stock of pioneering youth work across the country, and encouraging and empowering workers. This phase will involve creating networks around areas and themes, and identifying partner groups for arts projects.

1. **National Youth Ministry Survey** - to understand youth ministry's engagement with the margins
2. **Research interviews (one-to-one, small groups)**
3. **Movement building**

### HOME

Create a supportive environment and a network of care for youth workers on the margins.

### RISK

Identifying innovative pioneers and sharing excellent practice

### VOICE

Platforming unheard voices and theological reflections to highlight the exclusion of marginalised voices in mainstream spaces



## Year 2 - Gathering the Margins

In the second year, we will gather youth workers around identified themes to connect, share, and grow through online webinars and community gatherings. Additionally, we will pilot co-created arts workshops with young people, producing artistic expressions that highlight and share their voices on relevant themes.

1. **Publication of Research and Stories**
2. **Pilot Co-Created Arts Workshops**
3. **Create Arts Model and Resource**

### HOME

Deepen community ties through shared learning and experience; Shared project through pilot arts workshop.

### RISK

Pilot innovative workshops, **empowering movement members and young people** to explore themes of exclusion and inclusion.

### VOICE

Disseminate key insights and stories from workers and young people on the margins, ensuring their voices inform the wider movement and beyond.



## Year 3 - Voicing the Margins

In the final phase, we will provide platforms for marginalised voices through publications, conferences, networks, and resources. We will showcase the artistic expressions from the co-created workshops in mainstream spaces and deliver training and discussions around emerging themes.

1. **Publication of Research and Stories**
2. **Mainstream Showcase of Artistic Works**
3. **Co-Created Arts Workshops go beyond Pilot**
4. **Ongoing Support Networks**

### HOME

Celebrate the movement and acknowledge the work that is done. Use the publications and arts showcase to expand the movement.

### RISK

Encourage more people to engage with the margins and offer processes and stories to encourage and educate.

### VOICE

Embed marginalised voices in mainstream spaces and advocate for systemic change.

Elevate  
marginalised  
voices

Highlight  
margins  
youth work

Build the  
Movement

## **New Vision - Pioneering Youth Arts Activism**

Connect with  
the  
Movement

Raise a  
louder voice

Explore a wide  
range of  
justice issues

### Job Description

<b>Job title:</b>	Movement Leader
<b>Reporting to:</b>	Line Manager (appointed by board), and Chair of the Board of Trustees
<b>Hours:</b>	Part Time 0.6 (22.5 hrs per week)
<b>Salary:</b>	£40,194 pro rata (Pension 9%, 5 weeks Annual Leave + 3 days at Christmas)
<b>Job Base:</b>	This post will be work from home. The role will involve working within a dispersed team and with a significant amount of travel.
<b>Job Summary:</b>	The purpose of this role is to provide leadership, oversight and curation to the FYT Leadership Team, and to lead the smooth running of the FYT Organisation which supports the wider FYT Movement. This will include coordinating the delivery of the strategic plan, leading fundraising, and working closely with the FYT Board to oversee the smooth running of the organisation.

### Key Responsibilities:

1. Lead the FYT Movement – Engage with movement members
  - Listening
  - Inspiring
  - Taking inspiration from
  - Facilitating collaboration and cross-pollination
2. Lead the FYT staff team – supporting, supervising, enabling and encouraging and ensuring appropriate HR functions are carried out.
3. Lead the fundraising strategy for the organisation, giving attention to securing grants, as well as donor fundraising . Report as necessary to funders.
4. Work with the Finance Officer to manage the budget and finances within the parameters agreed by the Board.
5. Facilitate the effective function of the Leadership Team, enabling the smooth and efficient carrying out of the strategic priorities.
6. Provide Line Management support and supervision to the other members of the Leadership Team.
7. Develop, implement and monitor FYT's strategic plan in partnership with the FYT team and board

8. Engage in practical theological reflection on FYT's mission and how it is expressed.
9. Attend and contribute as required to Board meetings, working closely with the Chair and Board to ensure that appropriate issues are raised, and that any agreed action is put into effect.
10. Be an advocate for marginalised young people, the issues they face, and youth workers and projects working with them (pursuing prophetic mischief, provocation, and taking up our unique space in the youth ministry community).
11. Make links with appropriate Christian, voluntary and statutory bodies and to represent FYT in appropriate forums and pursue opportunities for collaborative working.
12. Support the active promotion of the FYT training and resource offer.
13. Lead the monitoring and evaluation (impact assessment) of FYT's work

**Other functions:**

14. Meet regularly with Line Manager for supervision.
15. Undertake administration and keep necessary work records.
16. Comply with all FYT policies and procedures.
17. Work collaboratively with the FYT leadership team and Board to ensure that organisational policies are regularly reviewed.
18. Engage in CPD/lifelong learning.
19. Undertake any other tasks that may be requested, commensurate with the nature and level of the post and as may be required by the Board of Trustees.

**Additional Information**

- ❖ The Leadership Team is supported by a contract with *Giraffe HR* that assists in the day to day running of the organisation, primarily managing the finances of the organisation.
- ❖ Engagement in ongoing, regular youth work with marginalised young people is not a requirement of this post, but encouraged. FYT will be flexible where possible in order to facilitate this.

## PERSON SPECIFICATION - MOVEMENT LEADER

Area	Essential	Important	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>○ Degree level qualification in youth and community work or a related discipline</li> </ul>		<ul style="list-style-type: none"> <li>○ Qualification in management and/or leadership</li> <li>○ Masters qualification in a relevant discipline</li> <li>○ JNC accredited Youth Work qualification</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>○ Ability to facilitate collaborative working relationships with colleagues and partners</li> <li>○ Ability to facilitate a dispersed group to identify shared vision and develop strategy</li> <li>○ Strong verbal communication skills including public presentation skills</li> <li>○ Strong written communication skills</li> <li>○ Ability to facilitate creative thinking and reflective learning in others</li> <li>○ Ability to engage in and facilitate theological reflection</li> <li>○ Excellent interpersonal, team work and group work skills</li> </ul>	<ul style="list-style-type: none"> <li>○ Ability to engage positively with, and make the most of partnerships and networks</li> <li>○ Able to relate to Christians across a wide range of traditions</li> <li>○ Ability to implement, monitor and evaluate strategy</li> <li>○ An aptitude for problem-solving</li> <li>○ Ability to maintain work records.</li> <li>○ Ability to oversee and develop organisational policies.</li> </ul>	<ul style="list-style-type: none"> <li>○ Able to deliver training in a range of topics</li> <li>○ Able to design, write and produce training materials and other resources</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>○ An understanding of missional youth work</li> <li>○ A first hand understanding of spiritual practices and how to lead others in them</li> </ul>	<ul style="list-style-type: none"> <li>○ A reasonable understanding of Christian theology and ways in which various Christian traditions understand issues facing young people and the world.</li> </ul>	<ul style="list-style-type: none"> <li>○ A working understanding of HR, admin and organisational requirements of an organisation such as FYT.</li> </ul>

Area	Essential	Important	Desirable
	<ul style="list-style-type: none"> <li>○ A basic understanding of organisational accounts, budgets and charity financial processes.</li> <li>○ Understanding of safeguarding and child protection</li> <li>○ Working knowledge of the grant funding landscape</li> </ul>		<ul style="list-style-type: none"> <li>○ Understanding of new forms of church and how young people are involved in them</li> <li>○ Understanding of the issues and requirements of working within a dispersed team</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>○ Significant years of experience in youth work/youth ministry</li> <li>○ Experience in mentoring, managing and supervising others</li> <li>○ Experience of leading an organisation or team</li> <li>○ Experience of successful fundraising, both in grants and donor recruitment.</li> <li>○ Experience of working positively and productively with a Board of Trustees (or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>○ Extensive experience of working directly with marginalised young people</li> <li>○ Experience in organising events and residentials</li> <li>○ Experience of campaigning, advocacy and community activism</li> </ul>	<ul style="list-style-type: none"> <li>○ Experience of working within/coordinating a missional community or community of practice</li> <li>○ Experience in delivering training, research and consultancy, including to degree level academic standard</li> <li>○ Ongoing, regular youth work with marginalised young people.</li> </ul>
<b>Approach and Motivation</b>	<ul style="list-style-type: none"> <li>○ Understanding of and a commitment to FYT's values and ethos and a willingness to support FYT's clear and inclusive Christian ethos</li> <li>○ A Christian commitment</li> <li>○ A compassionate and pastoral heart</li> <li>○ Ability to be self-directing, plan and prioritise workload, show initiative and strong work ethic in situations without regular supervision</li> <li>○ Understanding of and commitment to anti-discriminatory practice and to working within ethical and professional boundaries</li> </ul>	<ul style="list-style-type: none"> <li>○ A willingness to experiment and try new things</li> <li>○ A commitment to collaborative working and partnerships</li> <li>○ A flexible and innovative approach</li> </ul>	

Area	Essential	Important	Desirable
Other	<ul style="list-style-type: none"><li>○ Willing and able to work unsociable hours (evenings and weekends and occasional overnight events)</li><li>○ Willing and able to travel nationally</li></ul>		<ul style="list-style-type: none"><li>○ Full driving licence and access to a vehicle.</li></ul>