

Frontier Youth Trust Movement Advocate

Application Pack

Release Date: Friday 18th December 2020

Closing Date: Sunday 10th January 2021

Interviews: Thursday 21st January 2021
(to be confirmed to shortlisted applicants)

Application Pack for Movement Advocate at Frontier Youth Trust

Thank you for your interest in the Movement Advocate role. In this pack you should find the following documents:

- A summary of the FYT Vision and Strategy
- Background information about the post
- Statement on Inclusion and diversity
- Theory of Change
- Leadership Team Terms of Reference
- Job Description
- Person Specification

Further information about Frontier Youth Trust can be found on our website: www.fyt.org.uk

With this pack you should also have received an Application Form. The form is in Word document format. We expect all applications to be returned as a pdf document to info@fyf.org.uk

We do not consider a CV sufficient. Please use the application form provided.

If you wish to discuss this post any further, please contact John Wheatley (Movement Leader) at john.wheatley@fyf.org.uk. We will endeavour to respond as soon as possible – if you leave a message over the Christmas period, we'll be in touch on Monday 4th January.

Deadline: Sunday 10th January 2021

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

Frontier Youth Trust started fifty 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.

Together, we (the whole movement) are building a better world by...

- **Working with young people** – at work, home, youth club, on the street, in school, in the community, and in local churches
- **Creating new possibilities** – new projects, new resources, new initiatives
- **Calling others to the margins** - speaking out, leading, giving of time & money.
- **Changing the system** – advocating, stewarding resources, leverage opportunities, campaigning

Some examples from around the FYT movement include: Zoe in Kirkby-in-Ashfield who moved to a nearby council estate to start a detached project; Steve in Scarborough who ran Zoom Cooking classes over lockdown; Hot Chocolate in Dundee who run a city centre drop-in; Bardsley House in Coventry who host a housing hub for homeless teenagers; Will in Northampton who started QSpace for LGBT young people and designed the Diversity Dice training resource; Debs in North Devon who wrote a resource on Sex & Relationships for teenagers; Courtyard, a Catholic project in London meeting young people on the streets; and many more. All of these pioneers are connecting their own faith experiences with the local context and cultures of young people, in order to build a better world for young people.

We (the team) resource this pioneering movement by...

- **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.
- **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.
- **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

Background to the post of Movement Advocate

Way back in 2017 the board and staff team undertook a wide-ranging consultation with our members and stakeholders to explore the future direction and leadership structure of Frontier Youth Trust. In thinking about our future we began by reminding ourselves what we perceive God's calling for us to be – and we were reminded that the focus of our whole operation needs to be on the 'movement' of Frontier Youth Trust and not simply the organisation. Frontier Youth Trust is its members; and it is this movement and those active within it who should be driving the agenda for the work of the organisation (not the other way around). There was a time when we behaved as if FYT was an organisation that delivered services. But Frontier Youth Trust is fundamentally a movement of people who are keen to follow Jesus to the margins to do mission with young people - and we have constructed an organisation (or legal entity) to support, resource and facilitate that movement.

Team Leadership: a new way of working...

So in 2018 we began to explore a new way of working, with a new staffing structure centred around a Leadership Team. This is a group of three people who lead the movement forward together. The leadership team includes a Movement Leader, a Movement Enabler, and a Movement Advocate (the post we are now recruiting). The focus for the Leadership Team is on how to facilitate a movement rather than how to run an organisation. Much of the day-to-day work is shared and collaborative, each with their own areas of responsibility.

The Leadership Team share responsibility for:

- Enabling the smooth and efficient carrying out of the strategic plan
- Facilitating the progression of members through our movement member journey, enabling members to engage in pioneering activity and contributing to the life of the movement.
- Leading, promoting and participating in the development of theological reflection and activism
- Contribute to development and delivery of training, alongside (one-to-one support) and gatherings to support movement members and resource local pioneering

The responsibilities of the Leadership Team roles are (broadly speaking):

- **Movement Leader** (John Wheatley) - to provide oversight and leadership to the FYT Movement, and in particular to oversee the smooth running of the FYT Organisation. This includes hosting the Leadership Team and being the primary conduit of communication to the Board of Trustees.
- **Movement Enabler** (Dylan Barker) - to develop projects, initiatives, resources and training. It includes being an agitator, coach and facilitator.
- **Movement Advocate** - to call people to pioneering with young people and to join the Frontier Youth Trust movement. This is about communication on behalf of the whole movement not just the organisation, to facilitate participation in the life of the movement.

The Leadership Team is supported three part-time Regional Activists (in South West, North East, & Scotland) delivering training, alongside (one-to-one support) and gatherings to support movement members and resource local pioneering. Our admin and finance are outsourced to Worth Unlimited that assist in the day to day running of the organisation, including an Operations Role.

Embedding Movement Thinking

Over the last two years, this new model of Movement and Leadership Team has evolved and embedded, building on our pre-existing training, resources, networks and communities of practice. As a movement, we consider ourselves committed at the core and open at the edges. We have a membership of c.60 youth work projects and c.500 individuals (including youth workers, pioneers, activists and supporters). The board is representative of the movement and is chaired by a co-chair team of three (Lori Passmore, Ian Tannahill,

Rev. Matt Davis). Since 2018 we have focused on our three objectives: creating a home for pioneers, improving practice on the ground, and calling others to pioneering with young people. Much of the work of the Movement Advocate has been on strengthening strategic partnerships to create opportunities to reach new members – which will now be the focus of the role. With the arrival of Covid-19, much of our traditional ways of working have had to adapt; and the increase of remote working aligns well with our new focus to develop digital learning opportunities to build a wider movement.

The Movement Advocate Role

Now is an excellent time to join the Frontier Youth Trust Leadership Team. Having invested significant energy in developing our social media channels and building new partnerships, the Movement Advocate will be well placed to build on this track record, engaging and equipping new audiences to have a go at pioneering with young people on the margins.

This is a senior leadership position with national significance. We are looking for someone who is extremely collaborative, with excellent communication skills, online and offline, who can call and equip more people to pioneering with young people. They will be able to clearly articulate vision in a way that really inspires. We are looking for someone able to engage in and facilitate theological reflection and reflective learning. The right person will know how to listen to God by reflecting on their experiences of (and with) young people. They will be able to lead reflective learning in the light of personal faith and values, the principles and practices of youth work, and the Christian story, to develop an informed response to local context.

The Frontier Youth Trust Movement Advocate will lead on communications, engaging both new and existing members. This will include managing our online media presence, producing and gathering communications content (online & in print), developing our digital delivery model, representing FYT at events and with partners, building alliances and partnerships to broker new opportunities and engaging with issues and current events in the Christian and wider world. The Movement Advocate will lead on increasing sales of resources and training, recruiting new members, and equipping the movement to share their story.

The future strategy of the Leadership Team is open for shaping. We are working on a major transition to increase our online approach (with training, resources, coaching, sales and communications). We are hopeful to be present at a range of conferences and festivals; as well as hosting our own events for new and seasoned pioneers.

FYT 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.

FYT's 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.

FYT Leadership Team - Terms of Reference

Introduction

Frontier Youth Trust (FYT) is a home for pioneer youth work. We are a prophetic movement on the margins, calling and working for a better world in and through the lives of young people. We want more, better youth work for young people everywhere, especially young people at risk, so we provide direct training and coaching, create opportunities for sharing ideas and highlight inspiring practice. We know that working on the margins can be isolating and workers can quickly feel unsupported, so we offer a home for pioneer workers to belong, to be resourced, renewed and sustained. Together, we are a growing movement of people who are advocating for positive change, speaking up for young people, challenging injustice and building a better world on the margins.

The organisation of FYT exists to facilitate the movement. The Board and team work together to listen to the community of youth workers, discern shared priorities and strategy and provide resource, energy, and encouragement to the movement.

The Leadership Team is the key operational group of people who, working with the board and the community, carry out the functions of the organisation.

1. Purpose of the document

- 1.1. The purpose of this document is to outline the culture and expectations of the Leadership Team within the organisation of FYT.

2. Structure of the Team

- 2.1. The Team will be led by a Movement Leader.
- 2.2. A Movement Enabler and a Movement Advocate will also sit on the Leadership Team.
- 2.3. Each member of the team will have their own responsibilities as per their job description, but they will serve collectively as the Leadership Team.
- 2.4. The team will also be served by an Operations/Business Manager (from Worth Unlimited) who will support the team, board and organisation in delivering the infrastructure required to run the organisation.

3. Roles and Responsibilities

- 3.1. The Movement Leader will be “leader amongst equals” within the team.
- 3.2. The Movement Leader will therefore be accountable to the Board of Trustees for the work and progress of the Leadership Team and the effectiveness in serving the community.
- 3.3. Other members of the team may have specialist functions within the organisation but their role in the Leadership Team means that they share collective responsibility, alongside the Movement Leader, for the work of the organisation, including legal and financial functions delegated by the board.

4. Values and Culture

- 4.1. The culture of the Leadership Team will be crucial in enabling it to function effectively. Some of the values which will guide the work and relationships of the Leadership Team are:
 - Prayerful and reflective
 - Openness and honesty
 - Transparency
 - Equality
 - Mutual accountability

5. Relationship with the Board of Trustees

- 5.1. The Board of Trustees are the legal guardians of the organisation.
- 5.2. The Leadership Team provides the primary (but not only) way by which the Board engages with the collective voice of the movement. The team should therefore seek to represent the range of views from the community of practice.
- 5.3. The Leadership Team will report on their work to the Board at each meeting that they hold.
- 5.4. The Leadership Team will attend all board meetings

Frontier Youth Trust

LEADERSHIP TEAM: MOVEMENT ADVOCATE

Job Description

Job title: Movement Advocate

Responsible to: This post sits within a Leadership Team, consisting of three senior posts. The postholder should expect to function collaboratively with this team. The Movement Leader is “Leader amongst equals” and will provide support and oversight of the team.

The post holder will also receive supportive supervision from a member of the board, and attend regular joint meetings with the co-chairs

Responsible for: As required: Regional Activists, Volunteers

Hours: Part Time | 3 days (22.5hrs) per week

Salary: £28,908 - £30,453 pro rata.
(Pension 9% Employer Contribution, 5 weeks Annual Leave + 3 days at Christmas).
Work from home allowance.

Job Base: This post will be work from home. The role will involve working within a dispersed team and with a significant amount of travel.

Job Summary: The Movement Advocate’s role is to call people to pioneering with young people and to join the Frontier Youth Trust movement, and to facilitate participation in the life of the movement. This is about communication on behalf of the whole movement not just the organisation.

Leadership Team - Shared Strategic Functions

This post sits within a Leadership Team with collective responsibility for the work of the organisation.

- Contribute to the Leadership Team in order to enable the smooth and efficient carrying out of the strategic plan, collaborating with the other two post holders in the Leadership Team
- Facilitate the progression of members through our movement member journey, enabling members to engage in pioneering activity and contributing to the life of the movement.
- Lead, promote and participate in the development of theological reflection and activism
- Contribute to development and delivery of training, alongside (one-to-one support) and gatherings to support movement members and resource local pioneering - including our new digital delivery model.

Movement Advocate - Key Strategic Functions

- Lead on communications for the movement, engaging both new and existing members.
This will include:
 - Managing our online media presence
 - Producing and gathering communications content (online & in print)
 - Developing our digital delivery model
 - Representing FYT at events and with partners
 - Building alliances and partnerships to broker new opportunities.
 - Engaging with topical issues and current events
- Lead on increasing sales of resources and training, and the recruitment of new members
- Support and equip movement members to share their practice and call others to the movement

Additional Leadership Team Functions

- Attend and contribute as required to Board meetings and Sub-groups
- Supervise Regional Activists and Volunteers as required.
- Contribute to the management and promotion of FYT, including:
 - Participate in the monitoring and evaluation (impact assessment) of FYTs work
 - Contribute to income generation for FYT
 - Manage resource budgets and follow financial procedures
 - Report as necessary to funders
 - Contribute content for communications (including FYT News, the website and social media)
 - Attend conferences, exhibitions and festivals to promote, raise awareness of and advocate for the FYT movement
- Meet one to one a member of the board for supervision
- Undertake administration and keep necessary work records
- Comply with all FYT policies and procedures
- Undertake any other tasks that may be requested, commensurate with the nature and level of the post and as may be required by the Co-Chairs of the Board of Trustees.
- Engage in CPD/lifelong learning.

Additional Information

- ❖ The Leadership Team is supported by a contract with Worth Unlimited that assists in the day to day running of the organisation, including an Operations Role (approx. 2 days per week) and an admin and finance team.
- ❖ Engagement in ongoing, regular youth work with marginalised young people is not a requirement of this post, but is welcomed. FYT will be flexible where possible in order to facilitate this.

FYT Movement Advocate – Person Specification

	<u>Ess.</u>	<u>Des.</u>
Approach		
Understanding of and a commitment to our inclusion statement, values and ethos	✓	
A Christian commitment	✓	
A flexible and innovative approach, including a willingness to experiment	✓	
Skills		
Excellent interpersonal and teamwork skills, and a commitment to collaborative working	✓	
Strong digital skills for online communication, marketing and training	✓	
Strong verbal communication skills (i.e. presentations, public speaking)	✓	
Strong design skills to produce creative content and resources	✓	
Ability to engage in and facilitate theological reflection and reflective learning	✓	
Ability to build alliances through establishing relationships and effectively articulating vision	✓	
Ability to be self-directing and to manage your own workload	✓	
Ability to design and deliver training (including at degree-level)		✓
Written communication skills (i.e. newsletters, reports, grant applications)		✓
Experience		
Extensive experience of working directly with marginalised young people	✓	
Experience of pioneering, mission community or new forms of church	✓	
Experience of campaigning, advocacy and activism	✓	
Experience of networks, communities of practice or movements for change	✓	
Experience of sales, marketing and fundraising		✓
Experience of management and leadership		✓
Knowledge		
Understanding of how people learn, and how to facilitate creative thinking and learning	✓	
Understanding of theology and how different traditions approach young people and mission	✓	
Understanding of and commitment to safeguarding and anti-discriminatory practice	✓	
Understanding of pioneer mission with young people, and the influences affecting the sector	✓	
Understanding of the issues and requirements of working within a dispersed team		✓
Qualifications		
Degree Level Qualification (or higher) in a relevant discipline (i.e. youth and community work, ministry, leadership) or equivalent experience	✓	
Other		
Willing and able to travel nationally	✓	
Willing and able to work some evenings and weekends, and occasional overnights	✓	
Full driving licence		✓

