The Church of Scotland

Appointment of

CHILDREN, YOUTH AND FAMILY WORKER

Leith and Restalrig Parish Church (LARCH),
Presbytery of Edinburgh and West Lothian

Closing date – 12 noon, Thursday, 10 December 2026

Job Reference Number: M32/26

Responsible to: Session Clerk for Leith and Restalrig Parish Church (LARCH)



About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of parish ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



About Leith and Restalrig Parish Church (LARCH)

LARCH is a congregation within Edinburgh and West Lothian Presbytery. This large parish stretches from Bonnington Road, across Leith Walk and Easter Road to Restalrig village. It has a diverse community, including many students and young adults living in the Leith area and a prevalence of families and older people in the greater Restalrig area. Many of these people live in social and/or economic poverty and in need of support.

Context of the role

LARCH was formed in January 2025 from the union of Leith St Andrew's, Pilrig St Paul's and St Margaret's. The role is identified in the Presbytery Mission Plan. Information about LARCH, including the Parish Profile and Congregational Action Plan, is available on the website (**larch.org.uk**).

Our mission is "Sharing God's love with all, serving their needs with inspiration, encouragement and fellowship". The congregation puts high value on reaching out to young people in our community and finding new and innovative forms of worship andnministry relevant to 21st century life. We are looking for a new Children, Youth and Family worker to join us in helping to deliver these objectives, building on foundations established by the previous congregations.



Role description

Title of Post:

Children, Youth and Family Worker

Responsible to:

Session Clerk for Leith and Restalrig Parish Church (LARCH)

Purpose of Post:

To work collaboratively with the ministers, session and congregation to develop ministry and mission to children, youth and families in this newly formed parish. This will include taking responsibility for planning specific activities and events and initiating innovative ways of connecting with children, youth and families. Although collaboration with others is key to the role, in many cases the MDS will be leading activities or working independently, so the ability to work on their own initiative is also critical.

Main Duties

- Become an integral part of the LARCH Ministry Team, working collaboratively to further the ministry and mission of the Church, particularly in relation to local children, youth and families. This includes participating in regular Ministry Team meetings, as set out in the Basis of Team Ministry document for the Church.
- Provide the chaplaincy role at Craigentinny Primary School, including running monthly Friday lunch club (Meet, Eat and Play) and arranging Easter and Christmas services.
- Where possible, develop links with other local schools in collaboration with the ministers.
- Run 'Stay 'n' Play' sessions for families during school holidays and in-service days.
- Lead a weekly playgroup session for families with pre-school children.
- Be the link member of the Ministry Team for Uniformed Organisations.
- Contribute to the organisation of community cinema events run by the Church.
- Contribute to the weekly Open Doorway initiative, which provides opportunities for local people to drop in at the LARCH Leith Walk site; and contribute to other mission opportunities at LARCH Leith Walk as they develop.
- Provide brief reports for session meetings on activities and attend session at least every six months to communicate information and vision for work.
- Contribute to the congregational action plan, in particular leading on the section on youth and children.
- Undertake such other duties as may be agreed from time to time by the Ministry Team. This may, for example, include contributing to all age worship on Sunday mornings, providing support materials for Children's Church, or helping to prepare funding applications for youth-related activities.
- Develop positive working relationships with other MDS staff and, for example, the Youth Development Worker at the Pilmeny Centre to support the development of children, youth and family work in the Leith and Restalrig area.

Additional Duties

- Keep up to date with the Church of Scotland Safeguarding and other appropriate training as and when required.
- Contribute fully to the Faith Nurture Forum appraisal process.

Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

You will have a relevant qualification to degree level or similar or accredited training in children's or youth work, or similar, or significant, relevant and recent work experience in this area.

The successful candidate will have:

- The ability to relate to and communicate effectively with people of all ages, including those who may have little or no church connection.
- Experience in working with children and youth and their extended families with the ability to identify, plan and implement relevant activities.
- Knowledge and understanding of the dynamics of family life, and the particular issues facing families today.
- The ability to demonstrate good practice in recruiting, working with and motivating volunteers.
- Excellent planning skills with the ability to prioritise work and workload.
- Openness to learning about new and different ways of working with young people.
- A proven ability to work both collaboratively with colleagues, contributing to effective team working, and independently, using their own initiative.
- Flexibility and adaptability.
- A passion to engage young people with the message and practice of the Gospel using their experiences, concerns and interests to inform and to shape relevant activities/events.
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training.

It is also desirable, however not essential that the successful candidate will have:

- Experience in planning and conducting worship for younger people and for all age worship.
- Experience of working in a school environment with experience in planning and delivering suitable material.

Applications will be assessed in respect of the above criteria.



Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

Current Pension Contributions

Employee Contribution	**Employer Contribution**
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

Terms and Conditions

- Salary is based on the MDS scale of £30,274 - £34,224 per annum. This is the full-time (37.5 hours per week) salary scale and actual salary will be pro rata to 0.5 FTE. The successful candidate will start at point 1 of a 5-point scale and move up the scale in annual increments.
- This is a part-time, permanent role working 18.75 hours per week (0.5 FTE). The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day, including evening and weekend work.
- The post is based at 48 Restalrig Road South Edinburgh EH7 6LE; there is also office space available at the Leith Walk site (1B Pilrig Street Edinburgh EH6 5AH).
- There are five weeks paid leave (93.75 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine pro rata statutory holidays. Entitlement increases after five years' service to six weeks (112.5 hours) annual paid leave
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually. Car mileage allowance will be paid by the employer in the first instance and reclaimed by the congregation on a quarterly basis.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work for us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the UK.
- An employment medical check will be undertaken as part of our recruitment process.

For a confidential discussion regarding the role, please contact Stuart Lithgow at session.clerk@larch.org.uk

How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**