

Job Specification:
AV Compassion Support Worker



Location: Ashford Vineyard Church, Brunswick Road, Ashford

Line Manager: TBC

Salary: £10/hour (£19,500 per annum pro rata)

Hours of Work: 15 Hours per week

Final application date: 13th July 2020

Job Summary

In 2020 alone, AV Compassion has met over 500 families from across Ashford to provide everyday essentials and make people feel welcome and valued. Due to rapid growth and ongoing need, AV Compassion are seeking a Support Worker to come alongside AV Compassion guests and offer that little bit extra. The support worker will give guests the opportunity for one-to-one support to get connected into community, see their situations transformed and ensure they and their families thrive whilst increasing people's connections to God. This role will support the leaders and work of AV Compassion to deliver an excellent service to our community in accordance with the vision and values of Ashford Vineyard.

Hours will be partly office-based but predominantly spent face-to-face with guests and referrers. The role requires that hours are worked with some degree of flexibility (including some evenings and weekends as required and agreed) and how they are allocated across the week can be discussed at interview.

For details of the duties and responsibilities covered by this role, see the document 'AV Compassion Support Worker Job Description'.

For this role, we hire for character, competence and chemistry and culture:

Character – You have to love Jesus, love the church and be committed to our vision, values and mission here at AV.

Competence – You must be an outstanding person with a high level of gifts and ability.

Chemistry - You must be a relational fit with our team, particularly those you will be working closely with.

Culture - You must be someone who will engage with, embrace and impart the culture of Ashford Vineyard.

Requirements:

Essentials:

- As the AV Compassion Support Worker you will be a valued and influential member of the Wider Leadership Team at Ashford Vineyard, involved in fulfilling the vision to 'bring life to Ashford'. As such you will be expected to understand and agree to the wider leadership team expectations (copy available on request).
- The successful applicant will work within the framework of an IRTDMN (Identify, Recruit, Train, Deploy, Monitor, Nurture) structure and therefore show a high degree of relational and emotional intelligence. You will have a clear awareness of your strengths and a requisite track record in utilising them in a team context.
- You will be committed to seeing families' life situations transformed and will be able to work in a goal-orientated, person centred and highly autonomous way in order to support guests and volunteers to achieve their desired outcomes.
- You will be passionate about Ashford and its inhabitants, always seeking to see justice, hope and restoration.
- You will be positive and carry an atmosphere of celebration.
- You will have excellent verbal and written communication skills which will be used to represent the vision and values of Ashford Vineyard and our heart for our community to guests, volunteers, colleagues, professionals and other organisations.
- You will be innovative and creative in looking for ways to enhance the experience that people have with AV Compassion and the wider AV community.
- You will have a fine attention to detail and be proficient in IT use to ensure timely communication, accurate record keeping, quality presentations and appropriate use of databases with confidential information.
- You will be of exemplary character and able to employ discretion and high-quality interpersonal skills when working with vulnerable clients, handling confidential information, and meeting people who may be enduring extreme hardship.

Desirables:

- Some experience of working with vulnerable clients would be advantageous.
- Experience of working in goal setting, outcome focussed environments and the ability to provide evidence of work undertaken.

Application: Application is in the form of submission of a CV and covering letter stating why you are interested in the role and how your experience/skills make you suitable according to the criteria outlined in this job description.

Application Deadline:

Please return your application by Monday 13th July to

vicki@ashfordvineyard.org

or post to

FAO: Vicki Tatton
Compassion Cluster Leader
Ashford Vineyard Church
Brunswick Road
Ashford
TN23 1EH