



Job Information Pack

Development Worker
‘Metal Methodists’
Sheffield Methodist District

Closing date: **4th October 2024**

About the job:

'Metal Methodists' seek to appoint a Development Worker via a part-time twelve-month fixed term contract, at a rate of pay of £15 per hour.

About Metal Methodists:

'Metal Methodists' grew out of a Methodist presbyter's sabbatical in 2020 which included time in Whitby learning more about St Hild, Abbess of Whitby, and Caedmon.

Metal Methodists is an online, and a developing onsite, Christian community located in the Sheffield Methodist Circuit of the Sheffield Methodist District.

The community is open to everyone, but it may primarily appeal to people from alternative music subcultures (punk, grunge, hard rock, metal, and associated subgenres) and/or those who may feel on the margins of mainstream culture and inherited church.

This feeling may be because of how others preconceive and respond to how a person chooses to present and express themselves for example through their outward appearance.

Click [here](#) to learn more about Metal Methodist.

Working arrangement:

A flexible working pattern is required, to include occasional elements of evening and weekend working with *at least* two days free of work responsibilities each week.

Faith:

A specific faith is an essential requirement for this role and in accordance with the Equality Act 2010 it is an occupational requirement that the successful applicant is a practicing Christian.

Next steps:

Informal enquiries may be addressed to the Rev James Morley by email in the first instance at revjamesmorley@outlook.com Applications sent to this email address will not be accepted.

To download an application form and information pack visit our website at www.sheffieldmethodist.org

Return completed application forms by email to Andrew Crawford at hr@sheffieldmethodist.org

Anticipated timeline:

A flexible start date is available and will be discussed at interview stage.

1. Closing date:	4 th October 2024
2. Interview date:	w/c 15 th October 2024

1. We reserve the right to close the vacancy earlier than this date and without further public notification should a sufficient number of applications be received.
2. Interviews will be held in-person at the Sheffield Circuit Office, Vernon Street, Sheffield, S3 9QQ.

Job Title: Development Worker.
Department: Metal Methodists.
Employed by: Sheffield Methodist District.
Location: Home based, with occasional travel relevant to post.

Responsible to: Accountable to the Managing Trustees of the Sheffield Methodist District through the appointment of a Line Manager.

Occupational requirement: In accordance with the Equality Act 2010 it is an occupational requirement that the successful applicant is a practising Christian.

Key relationships: Rev James Morley, Metal Methodist Pioneer.
 (Internal) Rev Romeo Pedro, Superintendent Minister, Sheffield Circuit.
 Metal Methodist Management Group.
 Metal Methodist Volunteers.

Main duties:

- Administer and moderate the Metal Methodist social media group, responding appropriately to requests for prayer and pastoral support.
- Develop a consistent *and appropriate* 'Metal Methodist' brand across social media and our website, engaging, promoting, developing and broadening our presence through these channels.
- Develop existing and explore new links with other appropriate online enterprises (examples include but are no means exhaustive to 'Heavy Metal Therapy', 'Metal Bible', 'Nordic Mission'.)
- Develop our existing online resources (Morning Moshpit, Metal Compline, podcasts, livestreams, Bible Study, etc) testing their value through actively listening to the Metal Methodist Community.
- Develop the Metal Methodist team through safely recruiting volunteers to enable and establish regular live stream events and to increase our ability to respond to requests to attend events.
- Take an active role in Metal Methodist online and onsite hybrid services included in the District Preaching Plan.
- For the long-term financial sustainability of Metal Methodist explore and test the value of subscription models such as Patreon and other contributors such as KoFi and crowdfunding.

Other requirements:

- Be proactive in the life of the Circuit, District and Connexion, being a part of the Sheffield District New Christian Communities gathering and the Digital New Places for New People Community of Practice whilst exploring other opportunities and events to share our learning.
- Develop and maintain a good understanding of the culture and values of Metal Methodists, the Sheffield Methodist Circuit, Sheffield Methodist District, and the wider Methodist Church.
- All other reasonable duties that support the existing and developing mission of Metal Methodists and the Sheffield Methodist Circuit and Sheffield Methodist District.

Summary of terms and conditions:

Contract type	Part time, 12-month fixed term contract.
Working hours	12 hours per week.
Working pattern	Flexible working required.
Rate of pay	£15 per hour (£9360 actual salary).
Location	Home based, with occasional travel relevant to post.
Annual leave	Leave for a full-time employee is 244.2 hours, based on a working week of 37-hours. Leave for this post is calculated to be 79.2 hours, inclusive of public holidays

Pension	There is a contributory pension scheme to which eligible staff will be auto enrolled. Employees who do not meet the auto enrolment criteria may be eligible to join the Scheme, subject to certain provisions
Probationary period	Appointment will be conditional on the satisfactory completion of a 6-month probationary period. We reserve the right to extend this up to 12-months.
DBS disclosure	Appointment will be conditional subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS).
Right to work	Appointment will be conditional on demonstrating the right to live and work within the United Kingdom.
Training	<p>We are an employer who will support you to develop and improve your professional practice. During employment with us we will consider relevant requests for continuing professional development (CPD).</p> <p>At the request of your Line Manager there may on occasion be a need to attend further training relevant to the role and the requirements of the District and wider Methodist Church. This will be undertaken in contracted hours or recorded as time off in lieu (TOIL).</p>

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	Essential	Desirable	Method of Assessment
Knowledge, Skills, and Experience			
Working knowledge of 'brand management' and how marketing and promotional decisions will affect the way Metal Methodists is perceived.	Yes		A, I
Experienced in generating income (with a view to the long-term security of the post) from a wide and diverse range of sources including statutory bodies, charitable trusts and online platforms.	Yes		A, I
Experienced user of social media with a deep understanding of how people engage and interact with Facebook, Instagram, Tik Tok, X and Patreon.	Yes		A, I
Experienced in website management using WordPress.		Yes	A, I
Experienced in creating and managing engaging social media and website content, being proactive in responding to questions and enquiries received via all platforms where Metal Methodists has an online presence.	Yes		A, I
Experienced in the recruitment and supervision of volunteers; understanding the importance of Safer Recruitment and volunteer development.		Yes	A, I
Experienced in working within (or a good general knowledge around) safeguarding protocols, either in a work or voluntary capacity.	Yes		A, I
Qualities and Aptitudes			
Able to recognise and respond appropriately to signs/suggestions of online bullying and hate, knowing when and how to signpost and report.	Yes		A, I
Able to maintain professional boundaries at all times, developing trusted working relationships with a wide and diverse range of people.	Yes		A, I
Able to engage and actively participate in conversation with other online metal enterprises with a view to developing collaborative working relationships (e.g., Heavy Metal Therapy, Metal Bible, Nordic Mission, etc)	Yes		A, I
An active listener with excellent interpersonal skills and a friendly, sensitive and approachable demeanour.	Yes		A, I
Pro-active and solution focussed.	Yes		A, I
Any Other Requirements			
An active Christian faith.	Yes		I
Demonstrate awareness of and a sensitivity to issues of Equality, Diversity, and Inclusion in all aspects of a person's life.	Yes		I
A willingness to understand, learn and engage with the structures, ethos, and values of the Methodist Church.	Yes		I
A commitment to continue professional and personal development and to undergo relevant training where appropriate and necessary.	Yes		I

Evidence: **A:** Application form **I:** Interview **Q:** Proof of Qualification

Disability:

Please let us know if you require adjustments making at any stage or to any aspect of the application process or provide us with any information that you feel relevant whilst we consider your application.

If you are selected for interview, we will ask if you have any access needs or if you require any reasonable adjustments to be made for the interview. Please be assured that we will be supportive in discussing reasonable adjustments at all stages of this recruitment process. If you have any questions about the way that we are working, please do not hesitate to contact us by clicking [here](#).

Entitlement to work in the UK:

Any job offer will be conditional, subject to confirmation that you are permitted to work in the UK in accordance with the provisions of the Asylum and Immigration Act 1996.

You will be asked to provide evidence of your entitlement to work in the UK should any an offer of employment is made.

Experience, knowledge, skills, and abilities:

The person specification lists minimum requirements for this post. When shortlisting, the panel will only consider information contained in your application form and assess this against the person specification.

References:

Any job offer will be conditional, subject to the receipt of satisfactory references. One should be from your current or your most recent employer, the second from a previous and relevant work experience. It is important that both referees are able to comment on your suitability to the role.

Criminal convictions:

Anyone who applies to work with us will be asked to disclose details of unspent convictions during the recruitment process. Having a criminal record does not necessarily bar you from working for us however this will depend on the job that you have applied for and the nature of the conviction.

Data protection:

The information you provide will be held in the strictest confidence. We process information in line with our Privacy Policy and if you are successful in your application the information will be used to administer your employment with us.

By applying we assume you agree to the processing of your data in accordance with our Privacy Policy.

Equality, diversity, and inclusion:

Our aim is to have a workforce that reflects the diversity of talent and abilities drawn from across our community. In line with the Equality Act 2010, we will monitor the composition of our workforce to ensure

it is representative and that staff are treated equally and fairly. Recruitment will be made solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job.

Other policies:

We have a range of policies and processes in place to protect you, to protect us and to safeguard those who use our services. Should a conditional offer of employment be made you commit to work within and actively promote these at all times.

They include, but they are not exhaustive to Health & Safety, Data Protection, the General Data Protection Regulation, Information Governance, Safeguarding, Performance Management, EDI and a range of Personnel and Financial Processes.