



Title	Youth Minister
Department	Faith & Service
Reporting	Director of Faith & Service. All staff are responsible to the Principal and Rector.
Location	Senior School, Kew

POSITION DESCRIPTION

Our Intent:

At Xavier College we aspire to form exceptional graduates through inspiring learning experiences and our distinct Jesuit character. The individual is expected to align their actions and leadership with the Intent, our graduate qualities and the Pillars in the Xavier College Strategic Plan **XC150**.

Our Position:

The position of Youth Minister is an evolving role within the context of the work of the Faith and Service Department within the College.

The Youth Minister has a space and opportunity at Xavier that can directly impact on the faith life of the school. The successful applicant may be either someone young and relatively inexperienced who brings enthusiasm and their talents to the ministry, or on the other hand, someone with a little more experience and qualifications who still brings that enthusiasm to the work. An ability to relate well with teenagers is an absolute requirement of the job – this is a hands-on ministry to the young and not an administrative role – one calling for creativity, commitment and celebration in following the Lord in today's world.

Faith and Service at Xavier, under the direction of the Director of Faith and Service and the Rector, is committed to building up the faith community of the College by providing opportunities for those it serves to respond to the call of Jesus Christ. The role would be based on the Senior campus (Years 7-12).

Faith and service is primarily involved in a number of areas:

- i) Retreats and Days of Reflection
- ii) Immersions (interstate and overseas)
- iii) Chaplaincy/spiritual conversation
- iv) assisting in our Ignatian Service programs.
- v) Supporting the religious dimension of the House pastoral care system
- vi) The liturgical and sacramental life of the school.

Depending on their particular strengths and gifts, the Youth Minister, will assist in these various areas of ministry. The role may be full-time, or there may be the possibility of a part-time role, or of two persons working part-time.

In this regard, the Youth Minister supports the characteristics of Jesuit Education through their manner and personal concern for the care of each individual on the campus and across the Xavier Family. The Youth Minister understands their important contribution to the College's Intent and educational mission, and with this, the care and safety of all students in accord with the highest standards of child safety and upholding an exceptional child safe culture at the College

Core Duties and Responsibilities:

Retreats

Retreats are held for the various Year Levels in the College during Term time. The Kairos retreat is offered four times during the year: it is a four-day live-in program that is offered to our senior students, and which is undertaken outside the school term. This is core requirement of the role.

The Youth Minister would be a participant in the Retreats and Kairos retreats. Some experience in youth retreats, group work and peer ministry would be valuable skills for this area of ministry. There would be an expectation that he/she would gain experience of the Spiritual Exercises and assist in delivering Ignatian programs in the school.

Chaplaincy/spiritual conversation

The Youth Minister offers another presence in the pastoral care structures of the College. There is an opportunity to assist House leaders and be a resource person in the area of spirituality for the staff.

The Youth Minister would be available to talk with students about their spirituality and their faith. He/she would be tasked with providing opportunities for small group discussion and individual spiritual direction. There are a number of student groups, including Catholic Youth Union, Vinnies, the Benenson Society, Sodality where the Youth Minister may exercise an accompaniment role. The ability to relate well to teenagers and particularly to be able to talk to them on a one-to-one level about faith and spirituality are essential to the role of the Youth Minister.

Ignatian Service

The College runs several immersions and has a very large Ignatian service program. Opportunities for debriefing and reflection are often required.

The Youth Minister may be asked to assist the Ignatian service program across the various Year levels. An ability to articulate the integration of faith and justice, as well as accompanying students in their exploration of need in answering the call to be "men for others", is an important dimension to the role of Youth Minister.

Liturgy

The College has a vibrant liturgical life.

The Youth Minister assists in the planning and running of many of the liturgies and functions as a resource person in this area. A familiarity with Catholic worship and music skills would be advantages for the Youth Minister.

Selection Criteria:

- A commitment to working in and contributing to the ethos of a Jesuit school.
- Demonstrated ability to act with and foster collaboration and effective teamwork.
- Demonstrated knowledge and adherence to child safety, the Child Safe Standards and the provision of an exceptional culture of child safety.
- Well-developed people skills coupled with positive communication and interpersonal skills.
- Ability to work in a dynamic environment that requires self-direction, team-orientation and the ability to effectively handle pressure in a manner consistent with Ignatian values.

Compliance Requirements:

- Working With Children Check 'E' card.
- Australian Childhood Foundation "Safeguarding Children" and all child safety requirements.
- DET Mandatory Reporting and Other Obligations Training (annual update)
- Australian Jesuits Code of Conduct and acceptance of the Code (on appointment)
- First Aid accreditation including CPR, Anaphylaxis, Asthma Management.

Other Duties:

The nature of the position is such that the Youth Minister will be required to be available outside normal school hours and be available to attend College events as might be relevant.

Terms and Conditions:

Reporting Line: Director of Faith & Service.

All staff are responsible to the Principal and Rector

Tenure: As per contract

Location: Senior School, Kew

All other terms and conditions as per the Xavier College Enterprise Agreement 2023.

Positions at Xavier College

Our Attitudes and Habits as Educators at Xavier

In alignment with the Ignatian profile of an educator in a Jesuit school, Xavier College has identified complimentary attitudes and habits that are essential attributes for educators at Xavier. The College recognises the power and critical need for individuality and diverse gifts among its members, as well as the similar requirement for an alignment in attitude and habit that are necessary for effective teamwork and alignment.

As a significant leader at the College, these attitudes and habits should be:

- consistently demonstrated and modelled in all areas of endeavour
- used to positively inform the consistent practice and standards of all educators at the College.

An educator at Xavier College:

- clearly models the Xavier ASPIRE Graduate qualities through teaching and personal actions
- demonstrably values competence and skill in the art of teaching or area of service/work, performing at or beyond a 'highly accomplished' level in the national teaching and leadership standards
- demonstrates active reflection in personal practice by engaging in and being responsive to professional feedback and conversations that are performance and growth oriented
- values all aspects of the role equally, seeking to meaningfully attend to tasks through competent commitment that attests to quality outcomes and performance
- conducts themselves with a clear intent to model and uphold Gospel values and Ignatius' understanding of generosity
- values solving problems more than identifying them, and the collaborative and creative generation of thoughtful ideas, thereby positively contributing to all areas of College life
- seeks alignment and collaboration in professional activities, through respectful and empathic conversation and the desire to act for and with others
- is honest, trustworthy and companionable, acting with integrity in supporting others and treating all with respect
- works to identify and develop the inner potential, capacity and self-worth of every student and colleague
- understands and fosters the strategic vision of the College, as well as the holistic view of education in a Jesuit school.

Positions at Xavier College

Our Xavier Leadership Traits

Our Intent at Xavier, highlighted in our Strategic Plan, is developed through seven Pillars: Our Jesuit Identity, Our Inspiring Learning, Our Student Life, Our Xavier Family, Our Professional Expertise, Our Operational Excellence, and Our Global Engagement. Each have core Values and Priorities that direct and drive our ongoing actions. It is essential that these actions demonstrate alignment across the College, and that individual actions similarly align with values and priorities and identified actions across each of the Pillars. This is essential for leaders at the College, and that they speak purposefully and powerfully to these key pillars of action through their lived experience.

As a member of staff of the College should consistently display effective leadership traits.

At Xavier, we have identified 7 traits:

- **Through Christ and Ignatius**
Christ-centred and driven for the Ignatian ideals of competence, conscience, compassion and commitment.
- **Aspire high and dig deep**
Leading high standards and aspirational for the magis, self and team
- **Lead for person, team and mission**
Distributive in leadership and respectful custodian of the tension between 'cura personalis' and 'cura apostolica'
- **Host conversations with candour**
Collaborative and collegial, ensuring candour in quality conversations
- **Swim well in your lane and be adept at understanding your ripples**
Undertake the things within your purview well, but understand and be attentive to the impacts that your actions have on others
- **Attend to process, solutions and outcomes**
Attentive to process, solutions and outcomes
- **Pursue the possible**
Agents of growth, fostering a community that supports ideas, innovation, divergent thinking and the pursuit of the possible