

## JOB DESCRIPTION

<b>Job Title:</b> Faith Development Worker (FDW)	<b>Job Holder:</b> Vacant
<b>Parishes:</b> St Brigid's Parish, Blanchardstown. and St Patrick's, Corduff.	<b>Reporting to:</b> The parish priest / priest in charge of the St Brigid's Parish, Blanchardstown. SUPPORT FOR THE ROLE is available through the diocesan <b>Office for Mission and Ministry</b> , where there is a triangular supportive relationship between the parish priest / priest in charge as pastoral team leader, the FDW and the Director of the Office for Mission & Ministry.
<b>Parish Partnership:</b> Our Lady's Well (which also includes St Luke's, Mulhuddart)	
<b>Deanery:</b> Blanchardstown	

Contract Details:	
<b>Employer:</b>	St Brigid's Parish, Blanchardstown.
<b>Type:</b>	Fixed-term Contract
<b>Duration:</b>	3 years fixed term
<b>Probation period:</b>	6 months
<b>Hours of work:</b>	Full-time position (35 hours). Normally Monday – Friday. Flexibility regarding hours which will involve some evenings and occasional weekends.
<b>Pay Scale:</b>	€38,000 – €45,000 pa, depending on experience and qualifications.
<b>Job Remit:</b>	Primarily within the boundaries of St Brigid's Parish, Blanchardstown. However, acknowledging the Parish Partnership of Our Lady's Well (Parishes of Blanchardstown, Corduff and Mulhuddart) the role will extend to those parishes as outlined in the Memorandum of Understanding (MOU) between the parishes which may be amended from time to time.
<b>Job Location:</b>	Office space is located in the Parish Pastoral Centre of St Brigid's Parish, Blanchardstown, with additional office locations in the partnership parishes as necessary.

JOB PURPOSE:
The role of the Faith Development Worker is a pastoral leadership and development role. It involves close collaboration with parish leadership teams and is organised around four key areas of ministry - Educating, Animating, Praying & Relating with associated responsibilities as outlined below:

Responsibilities	
1. Educating	<ul style="list-style-type: none"> <li>Leading and interacting with groups and teams, guiding their formation for ministry</li> <li>Leading and coordinating faith development opportunities with young adults and young families in the parish / partnership</li> <li>Providing opportunities for deepening of faith for adults in the parish / partnership</li> <li>Encouraging individuals, groups and teams to connect faith with life through Catholic Social Teaching</li> <li>Supporting the development of sacramental preparation and a team approach in the parishes/partnership</li> <li>Using the principles of the RCIA as the model for all catechesis, but especially with adults and in particular young parents</li> <li>Promoting an environment of life-long learning and a continuous faith journey for all</li> </ul>
2. Animating	<ul style="list-style-type: none"> <li>Bearing joyful witness to the Gospel</li> <li>Working collaboratively with others and in particular forming, facilitating and accompanying teams and groups</li> <li>Engaging with parishioners who have actively volunteered and contributed to the parish over many years to appreciate their contribution and strengthen their engagement even further</li> <li>Building teams for various areas of ministry</li> <li>Exploring ways to engage youth in the work of the parish (eg via Localise or similar volunteering avenues)</li> <li>Building relationships with local schools; liaising with key school personnel to develop the parish-school relationship and to enhance the links between schools and parish community</li> <li>Encouraging lay people to fully activate their baptismal calling, in the service of their parish and the wider world</li> <li>Enabling the Parish Pastoral Council to deepen their understanding of their call to co-responsible leadership</li> <li>Enabling Parish Pastoral Council members to fully develop pastoral initiatives</li> <li>Encouraging everyone to take their part in the life of the parish and the Church</li> <li>Reaching out to those who are new to the parish or have become disconnected from Jesus and Church life; those who are searching and seeking</li> <li>Supporting the development of sacramental preparation and a team approach in the parishes / partnership</li> </ul>
3. Praying	<ul style="list-style-type: none"> <li>Providing opportunities for parish / partnership groups and teams to reflect, learning how to listen and spend time in individual and /or group reflection. This is about enabling the parishes to gather for prayer moments, helping individuals and groups to learn how to lead prayer moments, and offering opportunities for retreat times / moments in the pastoral year</li> </ul>

	<ul style="list-style-type: none"> <li>• Enabling lay people to fully take their part in liturgical celebrations</li> <li>• Enriching the Sunday liturgy</li> <li>• Supporting, animating, and guiding, the work of liturgy groups</li> <li>• Developing and supporting family prayer patterns.</li> <li>• Developing other liturgical experiences, such as Morning Prayer and other services of the Word</li> </ul>
4. Relating	<ul style="list-style-type: none"> <li>• Building community through quality relationships in pastoral care</li> <li>• Being an ex-officio member of the Parish Pastoral Council</li> <li>• Being an active, collegial member of the parish/partnership Pastoral Teams</li> <li>• Building good relationships with parents and families</li> <li>• Building partnerships between family and parish</li> <li>• Making use of technology and social media in an appropriate way to reach out and relate to a variety of groups and individuals</li> <li>• Liaising with key school personnel to develop the parish school relationship</li> </ul>

The above lists of duties and responsibilities are indicative. No individual could be reasonably expected to undertake all of them in any one period. Equally other ad hoc challenges and tasks will arise that are not specifically mentioned above. The Faith Development Worker will be required to be proactive and flexible in dealing with these uncertainties, in consultation with the parish priest. Should circumstances suggest any significant and ongoing change to the list above then the Job Description will be amended to reflect this.

JOBHOLDER ENTRY REQUIREMENTS:	
<b>Essential Qualifications</b> <ul style="list-style-type: none"> <li>• Baptised and confirmed Roman Catholic and a practising member of a parish or other Catholic faith community.</li> <li>• Ideally hold a Master's degree in a pastoral, theological, or related discipline. Please include details of any relevant prior learning which may be recognised in the recruitment process.</li> <li>• Awareness of safeguarding best practice and appropriate responses to concerns about safety or welfare.</li> </ul>	
<b>Desirable Qualifications</b> <ul style="list-style-type: none"> <li>• Training in prayer skills and or spiritual accompaniment</li> <li>• Awareness of synodal practices especially regarding parish meetings / gatherings</li> <li>• Awareness of the <i>Building Hope</i> pastoral renewal initiative of the Archdiocese of Dublin</li> <li>• Awareness of the <i>Grow in Love</i> sacramental preparation resources</li> <li>• Awareness of other faith related programmes</li> </ul>	
<b>Experience</b> <ul style="list-style-type: none"> <li>• Ideally with a minimum of 1 years' experience ministering in a parish setting</li> <li>• Preferably - with experience of parish catechesis and of establishing and training teams</li> </ul>	
<b>Key Skills &amp; Behaviours</b> <ul style="list-style-type: none"> <li>• Demonstrable ability to communicate well to a range of people in a parish setting</li> <li>• Excellent interpersonal and networking skills</li> <li>• Excellent ability to lead and animate groups</li> <li>• Strong presentation and writing skills</li> <li>• Good project management skills</li> <li>• Proactive and takes initiative</li> <li>• Good organisation and time management skills</li> <li>• Reliable and flexible in working collegially as part of a team and in relation to working hours, (Some evening and weekend work are part of the job)</li> <li>• An appreciation of confidentiality and discretion</li> <li>• Appropriate IT skills including email, Word and Excel</li> </ul> <p>References may be requested and referees may be contacted in relation to the above jobholder entry requirements. We ask that the mobile phone numbers of referees are provided with the application.</p>	

KEY RELATIONSHIPS	
<u>Internal</u> <ul style="list-style-type: none"> <li>• Parish Pastoral Council &amp; Parish Teams of the parish / partnership</li> <li>• Lay Ministry Teams</li> <li>• Parishioners</li> <li>• Diocesan Offices - particularly the Office for Mission &amp; Ministry.</li> </ul>	<u>External</u> <ul style="list-style-type: none"> <li>• School personnel and communities</li> <li>• Wider parish communities</li> <li>• Local Social Outreach Groups e.g. SVP, Laudato Si' / Care of Creation, Crosscare etc.</li> <li>• Youth / Volunteering groups e.g. Localise</li> </ul>