

# Nanaimo, BC

**Come and join us.**

*Start your career, or a new adventure  
within Young Life of Canada!*

**Staff Associate / Staff Representative**

## THE OPPORTUNITY

Young Life in Nanaimo has a deep history going back to the 1990s and beyond and has many amazing people in the community with long histories with the ministry locally. It was running Club with a volunteer leader team and staff and trips to RockRidge Canyon up until 2024 and has just recently entered into a quiet season while it awaits God to call the next person to spearhead the ministry to Young Life people in this Island harbour city.

## ABOUT THE AREA



### POPULATION

In the Nanaimo-Ladysmith area there are 132,000 people, including ~15,000 students.



### SCHOOLS

The Nanaimo-Ladysmith school district is home to 6 high schools and 28 elementary schools.



### COMMUNITY

Nanaimo is a vibrant coastal community on Vancouver Island known for its natural beauty and strong sense of connection. With a growing population, diverse neighbourhoods, and a large student community, Nanaimo is a welcoming place for families and young people alike.

Interested?

We'd love to hear from you!

Email: [pkirk@younglife.ca](mailto:pkirk@younglife.ca)

# Summary Job Description

## STAFF ASSOCIATE



### POSITION PURPOSE

As a Staff Associate, you commit to active participation in a fellowship learning community for two years where you will learn Young Life ministry skills, spiritual leadership and professionalism to effectively reach teenagers with the Gospel. The intent of your training is to qualify you for deployment as an Area Director to build Young Life in another Canadian or international community.

While being trained, you are responsible to recruit, train and lead a team of volunteer leaders, and build an effective new Young Life ministry in a junior or senior high school. You will be active in all levels of contact work; be present and available to all kids in the school, particularly those of your own gender; and invest in key groups of kids. You will build a thriving club, take kids to camp, and initiate and lead a Campaigner group with excellence.

You build relationships with teenagers, presenting the Gospel of Jesus Christ incarnationally, always trying to bridge the gap between teenagers and Jesus. Teenagers will hear the Gospel in terms they can understand from someone who cares for them personally.

### RESPONSIBILITIES

- Incarnational ministry (40%) – Proclaim the Gospel of Jesus Christ throughout the area via the development and implementation of ministry at multiple high schools; the selection, mentorship, training, and oversight of volunteers; and the cultivation of positive, healthy, and productive relationships between Young Life and the community.
- Volunteer Leaders (30%) – Recruit, screen, and place volunteer leaders to carry out incarnational ministry to teenagers. Lead weekly or bi-weekly team meetings. Supervise, support, evaluate, and encourage volunteer leaders in their leadership development, personal spiritual formation, and ministry with teenagers. Meet occasionally with leaders one-on-one to provide coaching and more leadership. Involve senior leaders in team leadership, assigning clear roles and responsibilities. Recruit, train, and deploy a team leader to replace you when you complete your two-year training program.
- Community Adults (5%) – Develop connections and build relationships with key adults in the area. Build relationships and communicate with parents to ensure their support of Young Life’s ministry. Cultivate strategic relationships with appropriate adult leaders and organizations in the community.
- Area Ministry Management (5%) – Raise personal support as outlined in the area budget and communicate ministry progress to personal donor partners.
- Personal and Professional Development (20%) – Pursue spiritual growth. Pursue opportunities to learn. Actively engage in the Young Life fellowship learning community.

# Summary Job Description

STAFF ASSOCIATE



## QUALIFICATIONS – EDUCATION / EXPERIENCE / SKILLS

### Education and Experience

- High school diploma. Post-secondary degree preferred.

### Skills

- A natural initiator with an entrepreneurial drive.
- Engaging personality. Positive outlook.
- Excellent verbal communication and interpersonal skills.
- Able to communicate with teenagers. Willingness to enter their world.
- Flexible with a positive attitude toward serving, learning, and training.

### Other Requirements

- Legally entitled to work in Canada
- Valid Class 5 drivers' license required (or the provincial equivalent to this BC standard). Class 4 preferred. Current Driver's Abstract required.
- Clean criminal record check required as a condition of employment.

# Summary Job Description

## STAFF REPRESENTATIVE



### POSITION PURPOSE

As Staff Representative, you are responsible for leading Young Life's ministry to teenagers in a local area, and to support the Area Director in developing and implementing an effective outreach ministry to teenagers throughout the area.

As Staff Representative, you are responsible for implementing a vision for reaching every middle-school and high-school community in the Parish with the Gospel of Jesus Christ. Teenagers will hear the Gospel in terms they can understand from someone who cares for them personally to accomplish Young Life's mission to "glorify God by sharing Jesus Christ with the entire next generation." You build relationships with teenagers, and establish connections with adult partners throughout the area, presenting the Gospel of Jesus Christ incarnationally, always trying to bridge the gap between teenagers and Jesus.

As a member of the Religious Order of Young Life of Canada, you subscribe, and abide by our Statement of Faith, Community Covenant, and Conduct Policy.

### RESPONSIBILITIES

- Incarnational ministry (55%) – Proclaim the Gospel of Jesus Christ throughout the area via the development and implementation of ministry at multiple high schools; the selection, mentorship, training, and oversight of volunteers; and the cultivation of positive, healthy, and productive relationships between Young Life and the community.
- Volunteer Leaders (25%) – Recruit, train, deploy, and supervise volunteers. Set clear ministry expectations for volunteers. Encourage and monitor the spiritual health and general well-being of volunteers on your team.
- Community Adults (10%) – Develop connections and build relationships with parents and personal supporters. Raise personal support and partner with local committee's fundraising efforts.
- Area Ministry Management (5%) – Manage ministry operations under the highest Christian and ethical principles, ensuring revenue and expenditures are within budget.
- Personal and Professional Development (5%) – Pursue spiritual growth. Pursue opportunities to learn.

# Summary Job Description

STAFF REPRESENTATIVE



## QUALIFICATIONS – EDUCATION / EXPERIENCE / SKILLS

### Education and Experience

- High school diploma. Post-secondary degree preferred.
- Completion of Young Life's Staff Associate training program is required. This includes two or more years of experience mentoring and discipling young people in Young Life.
- Two years' demonstrated experience recruiting and leading teams of volunteers.

### Skills

- Team builder with demonstrated leadership ability.
- A natural initiator with an entrepreneurial drive.
- Engaging personality. Positive outlook.
- Excellent verbal communication and interpersonal skills.
- Able to communicate with teenagers. Willingness to enter their world.
- Flexible with a positive attitude toward serving, learning, and training.

### Other Requirements

- Legally entitled to work in Canada
- Valid Class 5 drivers' license required (or the provincial equivalent to this BC standard). Class 4 preferred. Current Driver's Abstract required.
- Clean criminal record check required as a condition of employment.