Crossroads International Church of Basel
Opportunity Profile: Youth & Young Adults Worker

Vision and Values

Crossroads International Church of Basel started in 2003 as a Christ-centred church with modern worship and strong community values. Today, we remain committed to those first goals with a mission to make disciples among the English-speaking community of the greater Basel area. As a church body, we agreed a vision statement which is to go deeper in our relationship with God and one another, while we find ways to share the good news to a wider part of our community in Basel.

We have a tagline for Crossroads Basel of 'Direction for Life, Friends for the Journey'. Through our Sunday services and active ministries, we seek to minister to internationals who come to Basel, helping them to understand that while a work or educational opportunity moved them to Basel, they have a greater purpose in being here. When they appreciate that God has a direction for their life so they will come to understand their purpose and, during the process, we want them to make friends to encourage them. Switzerland has high standards of living and great provisions for just about everything, but these material blessings cannot replace good relationships.

Our church

The church is English-speaking but truly international. A guest speaker once described us as the most international of all the international churches he had visited! Many of our congregation came to Basel with international companies that operate in or around the city, amongst which are a good number of pharmaceutical and life-science organisations as well as finance and banking. A significant portion of our congregation are foreign-passport holders married to a Swiss or European national. Not all attenders are families: we have a significant number of young, single professionals and students pursuing advanced degrees at the university.

Crossroads is situated in an office building in an area of the city outskirts called Dreispitz, which is a former customs and industrial area of Basel. On Sundays we have two services at 9.30 and 11.15am. We have an average attendance of 350 across both services with a total congregation size of more than 500.

Crossroads has five members of staff: our Senior Pastor, Ross Kernohan; our Associate Pastor, Tifainé Hedgecock; our Children's Ministry Pastor, Mohana Edward; and our Worship Pastor, Anna Boyd; and our Bookkeeper, Urs Staedeli. Children's ministry and Youth ministry are two very important ministries in our church, as many international families are here with children and/or teenagers.

There is a generally high level of ministry involvement by our church members and our regular attenders. We see this as a very valuable treasure that we want to safeguard and improve over the next years. We believe that significant spiritual growth in people's lives happens especially when they start exercising their gifts and talents.

The church is overseen by a Board of Elders (currently eight), who carry the final responsibility for the church. The church elders are elected by the General Assembly of members.

Our website www.crossroadsbasel.ch has more information about our ministries and governance, including our statement of faith and several position statements on lifestyle, women in leadership and our statutes.

Basel

Basel is in the north-west of Switzerland, bordering with Germany and France, and is the third most populated city in the country after Zürich and Geneva. The Rhine River runs through the city and partly forms the border with Germany and France before it flows northwards into Germany. Basel has a cosmopolitan feel with many nationalities making their home here. The city is officially German speaking, although there are around 50,000 native English speakers in the greater Basel area and many more for whom English is a couple's common language. Crossroads exists to minister to this demographic.

In addition to being a major pharmaceutical and life sciences research and development city, Basel also has many museums and hosts exhibitions throughout the year. Basel-Stadt, the city centre, is quite small with only 180 000 inhabitants, but Baselland (the greater Basel area), together with the neighbouring French and German towns and villages, has an estimated population of around three-quarters of a million people.

Basel has superb public transport, has an excellent network of cycling paths and has easy train links to other European cities. In the north of the city sits the international airport Basel-Mulhouse which is jointly administered by France and Switzerland making it the only bi-national airport in the world. Basel boasts various opportunities for shopping, theatre and music and is rated a very safe city in which to live. There are many, many superb ways to explore nature in and around Basel, including trails for walking, public gardens and the famous Basel Zoo. The alps and other famous Swiss landmarks are a mere train ride away.

Job Profile for Youth & Young Adults Worker

As a member of the pastoral staff with responsibility for working with Students and Young Adults (approx. ages 15-28), this position reports to the Senior Pastor. This position will provide teaching, discipleship, evangelism and meet other youth and young adult ministry needs. The Youth & Young Adults Worker will also develop adult volunteers and student leaders for the ministry. The time requirement for the position is 100%.

Responsibilities

- Oversee Crossroads' youth and young adults ministry and discipleship
- Teach and disciple Crossroads' youth and young adults through weekly gatherings, teaching series, Bible studies and small groups as appropriate
- Develop and lead adult & student volunteers
- Develop ministry to & partnership with parents
- Plan retreats/camps/special activities for youth and young adults
- Connect the youth and young adults into the life and mission of the church
- Occasional duties in Sunday services
- May be requested to assist other areas of church ministry

Qualifications & Experience

- Bachelor's Degree in youth ministry or equivalent qualification
- Minimum 3-5 years' experience working with teenagers and young adults in a church setting
- Awareness of issues involved with Third Culture Kids
- Experience in working with and leading volunteers
- International experience or experience living outside of home culture an advantage
- Must be fluent in English (spoken and written); German language helpful

Personal & Character Attributes

- Uncompromising Integrity: A life that reflects the Gospel, both in public ministry and private conduct.
- Relational 'Spark': A fun, energetic, and approachable personality that naturally draws students in and makes them feel seen.
- Discipleship Heart: A deep-seated passion for seeing young people move from curiosity to committed followers of Christ.
- Collaborative Spirit: A quintessential team player who thrives in a staff environment and values the 'we' over the 'me'.
- Cultural Agility: High emotional intelligence and empathy for the unique challenges of Third Culture Kids (TCKs) and international families.
- Proactive Servant-Leadership: A self-starter who sees a need and meets it with a 'can-do' attitude.

Employability

Candidates who are Swiss will, of course, not need a work or residence permit. EU passport holders can work in Switzerland if they are employed, so the procedures to obtain a residence permit are straightforward. For non-EU nationals the situation is more complicated and therefore applicants will be assessed on a case-by-case basis.

The successful candidate must pass a successful police background check prior to being offered a contract.

During the evaluation process we will ask for three references. These references should be recent, and from a Pastor, previous employer or university professor. If necessary, we will accept a reference from someone else who knows you well, provided that they are not a relative.

If you are interested in this position, please send a resume/cv with cover letter explaining why you feel called to this congregation at this time to apply@crossroadsbasel.ch for the attention of Senior Pastor Ross Kernohan.