

## Creative Mission Team Member (Genetik Sessions Work Experience)

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Full Time (4 Days - 32hrs)  
*One Year Fixed Term Contract & Work  
Experience Opportunity*



“I truly love working at the Message Trust because the organisation has built its DNA on people, I get to play my part in that by drawing out the BEST in young people- reminding them of their REAL God given worth & value.”

Taryn Torien, Respect ME Coordinator

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The Message Trust South Africa was launched in February 2014 as the first international hub of The Message Trust who has been working in the UK since the late 1980's.

The Message has a special focus of sharing the love of Jesus Christ with the hardest to reach young people in urban areas. We seek to raise up Urban Heroes – culture shifting disciples who will impact their generation.

The Message South Africa shares the same vision and values as the founding organisation in the UK. Since 2014, we have been actively seeking to adapt and contextualise the way we impact young people and communities to better suit the South African context.

The mark of a life changed by Jesus is the desire to see others changed too. We believe young people in South Africa can go from being the problem to the solution. We want to use the talents and resources that God has graciously given us to create pathways to success for tens of thousands of urban teenagers and young adults through our Creative Mission, Christ-centred Enterprise, Community Transformation and Training/Equipping initiatives.

Our dream for all those we work with is that they will grow into transformational leaders, fulfilling their God-given potential.

We are unashamed about our witness and dependence on Jesus Christ – the surest hope for the transformation of our society. We are glad that you are part of The Message family that is now growing in multiple countries around the world.

Find out more: [www.message.org.za](http://www.message.org.za)

# Job Specification - Work Experience Opportunity



**Job Title:** Creative Mission Team Member

**Location:** Message South Africa HQ - Mowbray, Cape Town

**Hours:** Part Time (4 days a week - 32 hrs )

**Salary Scale:** A1

**Start Date:** 1st March 2026

**End Date:** 28th February 2027

**Responsible to:** Creative Mission Co-Lead (Creative Development & Culture)

**Summary of Role:** Gain hands-on experience as part of our Creative Mission team, with a special focus on Genetik Sessions—engaging young people through dance, creative arts, and youth-focused activities. This opportunity involves supporting the delivery of high-quality sessions in schools, youth clubs, and community spaces, while developing practical skills in creative arts and youth engagement. Participants will also grow in leadership and mission-focused practices, making a meaningful impact in local communities. This is a work experience opportunity for an individual in our Community Hub of Parkwood as they will be placed in Genetik Sessions weekly and are expected to be part of our Community Hub Partner Church.

## Key Responsibilities and Development Areas

### Programme Delivery

- Support and eventually lead creative dance sessions within Genetik Sessions hubs.
- Assist with session planning, warm-ups, choreography support, and activity facilitation.
- Participate in community outreach weeks, school visits, and youth events.

### Creative & Skills Development

- Engage in weekly training in creative arts, dance teaching methods, and session facilitation.
- Co-lead activities before transitioning to independent delivery with supervision.
- Contribute to content creation: stories, photos, short videos, testimonies.

### Youth Engagement & Discipleship

- Build positive relationships with young people, modelling Christ-like character.
- Support small groups, discussions, and reflective moments within the sessions.

### Operational Support

- Assist with session logistics, set-up, equipment preparation, and basic admin tasks.
- Attend team meetings, debriefs, and personal development check-ins.

## Person Specification

- Passion for youth development and creative arts (dance preferred but not required).
- Heart for mission and willingness to grow spiritually.
- Teachable, reliable, and committed to serving young people.
- Good communication skills and ability to work in a team.

### Other Responsibilities:

- To attend monthly Message Trust prayer days.
- To attend weekly devotions on Tuesday mornings.
- To support Message SA events in which all staff are required to participate (usually four events per year).

**Other Expectations:**

- Participate in Message Sundays – sharing stories of gospel transformation
- Submit monthly reports and attend regular line management meetings.
- Attend weekly staff meetings, monthly prayer days and other inter-departmental meetings as required.
- Ensure practical adherence to Safeguarding (Child Protection) policy.
- Support up to four key Message Events which are communicated on an annual basis.
- Must belong to a Local Church in alignment with The Message Trusts Values.

**Note:**

Our team operates with an “All Hands on Deck” philosophy—meaning when operationally required, every Creative Mission team member is ready to step in and support both stream events and organizational events, ensuring flexibility and collaboration across all areas of mission.

# Person Specification



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## Essential

- Have a proven capacity to be an active member of a team
- Able to communicate effectively to young people
- Able to handle confidential information appropriately
- Able to take constructive criticism
- Adaptability / Flexibility
- Respect for authority
- Absolute discretion with members of the opposite sex
- Strong background in the creative arts (music, performance, or production)
- Live in the Community of Parkwood & attends Reconciliation Ministries Parkwood
- Deep passion for creativity as a tool for mission and transformation.

## Be able to show evidence of possessing the following skills:

- Ability to follow and carry out set administrative tasks/assignments
- Maintain/continue established working practice
- Ability to initiate within pre-set parameters
- Ability to relate to groups of differing ability, age, and culture
- Able to adapt quickly and take responsibility when required to

## Desirable:

- Proven track record of long-term service in Christian ministry and youth at risk.
- Previous experience of urban youth work
- Experience of working in some leadership roles with young people

## Note

The post holder must be a committed Christian who believes in the Lordship of Christ and the authority of scripture, and who wants to see the Christian message communicated effectively to young people. Applicants should be able to articulate a clear vision for their role within the work of The Message, particularly with reference to their ability to function within the framework of its Mission, Vision, Ethos and Values

All employees commit to adhering to the terms of the Children's Act of 2005.

The successful candidate for this post will be asked to apply for a Police Clearance.

This job description is not exhaustive and amendments and additions may be required in line with future organisational changes.

# Working for The Message Trust



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**The Message Trust is a worldwide movement passionately sharing the love of Jesus Christ in words and actions with the hardest-to-reach young people and communities.**

We're a worldwide movement passionate about sharing the love of Jesus Christ with the hardest-to-reach young people in words and deeds. In schools, communities, on stages and in prisons you'll find us giving hope to the next generation by sharing the gospel with them. Each and every day we see lives transformed as people discover their true identity.

We are committed to raising up generations of Urban Heroes. Thousands of youth from the margins who have found hope and purpose in Jesus. They are transformational leaders who are emotionally, socially and economically mature. They are people of faith, positive role models, leading healthy lifestyles, economically active. Urban Heroes not only are transformed, but transform others, creating a ripple effect of change in their families, communities and nation.

**These objectives are being worked out in four main areas:**

**Creative Mission:** Our cutting-edge mission teams creatively shares the good news about Jesus to young people through the creative arts, school programmes and gospel proclamation events. Live music events, relevant Christian music, printed materials, the internet and multi-media are all used to communicate the Gospel to young people mainly within the Cape Town area, in ways that are relevant to today's youth culture and perspectives.

**Community Transformation:** Our Community Hubs provide a safe environment for young people to engage in after school programmes including life skills, discipleship, educational support and fun-based youth activities. The Community Hubs are in some of Cape Town's toughest neighbourhoods and provide long-term interventions for at-risk youth. Community-based teams of volunteers advance the work of The Message through partnerships with local churches. Our goal is to see Community Hubs with full-time and volunteer youth and community workers established in the most deprived neighbourhoods of Cape Town, positively impacting the people in those areas irrespective of religion, colour or background.

**Christ-Centred Enterprise:** Our prisons and enterprise team provide a Christ-centred holistic approach to break the cycle of crime and gangsterism amongst young people. We do this through providing effective discipleship through our Prisons & Enterprise programmes that can give previously incarcerated young people a fresh start in life. Not only do we share the Gospel in and out of prison, but we also offer accommodation, training and a first job to young men and women with a criminal record. This intervention can stop the tragic consequences of gang activity, crime and reoffending that entraps so many youth across the city.

**Training and Equipping:** Inspiring and training church leaders and youth groups to be effective in reaching and communicating the Christian gospel to young people around the world. Our goal is to produce discipleship materials, evangelism training courses and to inspire people to get involved with their neighbourhoods, through social action and evangelistic outreaches.

# Ethos and Values

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## **Making A Difference**

The Message Trust's work is underpinned by a clear definition of its Ethos and Values, which affirms the Christian origins of the Trust and its ongoing day-to-day working principles. This statement of ethos and values is in place to demonstrate how the Christian Faith energises the organisation's work and sustains its culture, galvanising its long-term cohesion. The Trustees, Executive, Management and Outreach posts within the organisation have been recognised as carrying a Genuine Occupational Requirement. This is to ensure that the organisation's distinctive Christian basis is sustained. This is important given the extensive nature of the organisation's Christian charitable donor base which provides the basis for the financial viability of the work. The Message Trust is an inclusive Christian organisation, working with and supporting people from all sections of the community. In particular the Statement explains how organisations and individual people from all faiths or no faith can identify with and benefit from the services and support that the organisation provides.

We maintain the Trust's Christian ethos which is founded on a belief in God the Father as Creator, Jesus Christ the Son of God the Redeemer, and The Holy Spirit, the Enabler and third person of the Trinity. The Trust also affirms that the practical application of the Christian faith in accordance with the Bible should be expressed in daily work and living. As a Christian organisation working with and supporting people from all sections of the community, we recognise the need to set out our values. These are clearly drawn from our Christian faith and our aim is that all our staff, volunteers, clients, service users, charitable funders and business partners should be able to identify with the benefits of the organisation's work and ethos.

## **People**

We seek to empower staff to meet the needs and expectations of our clients and other service users as well as the requirements of the organisation overall. We will support staff through a comprehensive induction and training programme, backed up by strong supervision. The Message seeks to establish a culture that encourages teamwork, rewards creativity and innovation, and welcomes imaginative suggestions. Key attributes that The Message seeks in all its staff members and volunteers include valuing one another, honesty and integrity, the importance of the individual, respecting differences, a profound compassion, and working in an inclusive, non-discriminatory and non-judgemental way.

## **Partnership**

We expect all staff to work together to achieve the aims and objectives of the organisation. To achieve this, staff will act as team players in supporting one another, recognising that more is achieved through harmony. We acknowledge and value contributions to our operation arising from the diversity of staff who join the organisation, and actively look to promote links and partnerships between the Trust and other service providers, local communities and agencies. To ensure all staff work as team players, we seek to create an environment where openness, trust and support of one another is expected. Our formal supervision policies place this expectation on all staff.

## **Performance**

Our philosophy is to recognise the dignity and diversity of our clients and service users, to respect their independence, and to work with them to help meet their needs. Our staff will create an environment where our clients and service users are encouraged to take control of their lives and have the ability to

exercise choice wherever possible. We will provide a high-quality framework for our work, which sets out guidance and expectations. All staff and volunteers will accept their responsibility and accountability to treat clients and service users as they would wish to be treated and challenge any practice that does not meet this standard at all times. Respect for the individual's freedom of choice will be paramount at all times. By working together, we aim to be recognised for "services of excellence" which offer proven choice, added value, and individually tailored support. We will value and recognise the importance of every individual helping to achieve this goal.

## Confidentiality

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Any information relating to people contacted by the Trust acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff.

Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members or with the line manager.

All information handled must strictly adhere to our POPI policies.