

Christian Union Staff Worker Information Pack



A bit about us

Working as a Christian Union Staff Worker (CUSW) is a *unique opportunity* amongst students to do *hands-on-ministry*, being well supported as you receive *first rate training* alongside a *transformational team*.

A unique opportunity

UCCF is a charity working alongside students in Great Britain. We support student-led Christian Unions (CUs), which operate as missional communities, reaching the campus for Christ. We want to give every student in Great Britain the opportunity to hear and respond to the gospel of Jesus Christ. And we firmly believe that it is students who are best placed to reach other students for Christ. That's why we work with CUs; they are active within the heart of the universities of Great Britain, uniting around core truths of the gospel.

Hands-on-ministry

We are seeking new CUSWs to engage in evangelism alongside students. The strengths each CUSW brings to the role can vary, but at the heart of the work are skills to help students think and live biblically and to equip them to live and speak for Jesus. Your Team Leader (see below) will work with you to identify your strengths and the areas in which you would like to develop.

'Staff workers are essential to the effectiveness of UCCF's ministry of resourcing the discipleship of thousands of Christian students across UK Universities. This is cutting-edge mission with new generations and emerging cultures. I pray that the Lord will raise up workers from across our evangelical streams prepared for this stretching and rewarding ministry.'

Mark Bonnington, Senior Leader, King's Church Durham

First rate training

To equip you for this strategic ministry, CUSWs follow a two-year core training curriculum in theology, biblical studies, mission, apologetics, church history and ministry skills. After year two, CUSWs continue with elective study according to their interests and giftings. This training is designed to equip staff in their day-to-day ministry and delivered through self-directed study resources and residential conferences throughout the year.



'Working at UCCF is fun, fast paced and marked by the joyful fellowship we experience as we serve the Lord together. We seek to enable our people to live fruitful and faithful lives for Jesus and to model our values in all we do. You'll be invested in, rewarded and supported as you work to make Jesus known amongst students.'

Mary Comont, Director of People, UCCF

A transformational team

To support you as a CUSW, you will be part of a transformational team. The team is supported and cared for by a Team Leader and the team works together to make disciples of the student population in the region that they serve. Your Team Leader will help you to set objectives and manage your time. We want to care for you as a whole person, so your Team Leader will also encourage you in your personal walk with the Lord and help you to establish healthy patterns of work and rest. We want you to 'grow up into Christ', not just help others to do that.

The application process

To apply for a CUSW role, please:

- Fill in our application form
- Submit your CV
- Complete an Equal Opportunities Form.

The application deadline is **23.59 on 11 June 2025**.

We would encourage you to discuss your application with your church leader, as we recognise that your church has an important role to play as you consider and pray about God's call on your life. There is a letter you can print out for this purpose in this information pack

A bit about you

We are looking for motivated change-makers who have a heart to see students come to faith in Christ and a passion to help them live and speak for Jesus.



Person Specification

Knowledge

- Degree level qualification
- Theological understanding
- Understanding of student context
- Knowledge of UCCF (desirable)

Skills

- Strategic thinking: analysing situations, implementing and goal setting
- Problem-solving: identifying root causes and coming up with solutions
- Initiate and manage change: understanding barriers, planning, and implementing change effectively
- Collaboration and relationship-building: influencing others, working in teams, and building good relationships.
- Communicate the gospel effectively in different contexts
- Ability to relate to students
- Provide training and teaching using pre-prepared resources
- Work in a non-denominational context to encourage partnership
- Manage conflict: good at listening and seeking understanding

- Able to work independently
- Adapt to new ideas and contexts
- Encouragement and discipleship skills: fostering growth in Christlikeness
- Clear communication (oral and written) in one-on-one, small group, and larger group settings
- Self-management: administrative tasks, IT proficiency, diary planning, work-life balance and goal setting

Character

- Seeking Christlikeness and maintaining a stable spiritual life.
- Humility
- Desire to continue learning, and teachable
- Comfort with a flexible lifestyle
- Positive attitude toward support raising (*it is a core expectation in the CUSW role to fundraise as part of your work. We would give you training, including a dedicated two day support training weekend (a Friday evening and Saturday).*)

Other Requirements

- **Able to enthusiastically sign the UCCF Doctrinal Basis** (find below)
- Domestic circumstances that support a traveling lifestyle
- Be in agreement with our values – which are confident in the truth, urgent in evangelism, passionate about gospel unity, committed to the local church, motivated by grace and generous in world mission
- Willing to work evenings and occasional weekends as required
- Ability to drive (*desirable in certain locations*)



Job Description

Job title:	Christian Union Staff Worker (CUSW)
Department:	Field, based in a regional team
Responsible to:	Regional Team Leader
Responsible for:	Possibly supervising a UCCF 'Relay Worker' (one-year, full time graduate volunteer) in CUSW's second year of employment onwards
Liaison with:	Other CUSWs, Associate Staff Workers (ASWs), local church workers, Oxford office

Overall purpose: To further the aim of making disciples of Christ in the student world by promoting, supporting and developing student-led mission teams (Christian Unions).

Nature and scope: The CUSW role involves a mixture of direct student work; contact with church leaders, church student workers and others involved at a local level; and various project / administrative responsibilities which may relate to concerns beyond the local area. The Staff Worker will primarily work from home.

There is an occupational requirement for the post holder to be a believer in Jesus Christ as Saviour, Lord and God and be in good standing with their local evangelical church, thus being in fellowship with the world-wide Christian family. They are required to sign assent to UCCF's Doctrinal Basis, to participate in UCCF collective worship and prayer, and to model Christian discipleship in public and private life.

It is necessary for those staff required to carry out 'regulated activity' with students under 18 years of age, to undergo an Enhanced Disclosure with the Disclosure and Barring Service.

Principal accountabilities:

1. Regional student work

- 1.1. To take part personally in the life of the CUs, acting as a catalyst for students in their evangelism and Christian growth. This will include being active alongside students in evangelism, participating in CU meetings and working with CU leaders in particular.
- 1.2. To identify, support and work more closely with a small number of key students in the CUs to train, encourage and develop them as disciples of Christ.
- 1.3. To be actively involved in recruiting, training, developing and equipping leaders across the CU to facilitate their leadership, including CU leaders, small group leaders, other ministry leaders and key influencers in the CU.
- 1.4. To help CUs in the patch feel part of the wider UCCF family, by helping them forge close links with neighbouring CUs and take part in joint evangelistic projects, and by encouraging them to participate in other UCCF events where appropriate.
- 1.5. By agreement with the Team Leader, to pioneer and establish new CUs in Higher Education institutions that do not have a functioning CU.
- 1.6. To develop relationships and partnerships with other local Christians who support the CUs' aims and vision.

2. Resources and training

- 2.1. To organise suitable training events for local students, enabling them to fulfil their objectives.
- 2.2. To participate as appropriate in the development of events and resources designed for students from a wider area.
- 2.3. To implement strategies for leadership development which are agreed on a regional and national basis.
- 2.4. To recruit students for regional and national events, principally for National Leaders' Forum.

3. Within UCCF

- 3.1. To take full part in team life and regional events.
- 3.2. To play an active part in the life and events of the whole Fellowship.

- 3.3. To participate in national conferences and training events as appropriate, particularly National Forum, Regional Forums, and New Year Training Conference.
- 3.4. With others, to actively recruit suitable graduates to work alongside UCCF in a short-term capacity (i.e. Relay Workers and ASWs) and to work for UCCF in a long-term capacity (i.e. CUSWs).

4. Promotion and support

- 4.1. In liaison with the Development and Communications Team, to promote UCCF amongst students and churches, helping develop an increased understanding of its ministry and building up a base of people who will support the work through their prayers, practical help and financial giving.
- 4.2. To raise personal prayer support and develop an ongoing relationship with supporters (e.g. through the production of prayer letters).
- 4.3. To raise personal financial support to cover salary costs, with an initial minimum target of £8,500 per year for four years.

5. Networking

- 5.1. To develop and maintain contact with churches, chaplains and other organisations and individuals seeking to develop influence in the student world through Christian students.
- 5.2. To maintain contact with other evangelical groups working among students, particularly IFES.

6. Personal development

- 6.1. To take full part in the UCCF training curriculum, allocating appropriate time to training and study.
- 6.2. To develop personal gifts and abilities in discussion with the Team Leader.
- 6.3. To develop working patterns to fulfil the administrative requirements of the job.



Doctrinal Basis of UCCF: The Christian Unions

The Doctrinal Basis represents the central truths of the gospel, which is the basis of UCCF's unity, the foundation of UCCF's ministry and the content of UCCF's message. We are unashamedly confessional and value gospel clarity and gospel unity. [Read more about why we have a Doctrinal Basis here.](#)

- a. **There is one God in three persons, the Father, the Son and the Holy Spirit.**
- b. **God is sovereign in creation, revelation, redemption and final judgement.**
- c. **The Bible, as originally given, is the inspired and infallible Word of God. It is the supreme authority in all matters of belief and behaviour.**
- d. **Since the fall, the whole of humankind is sinful and guilty, so that everyone is subject to God's wrath and condemnation.**
- e. **The Lord Jesus Christ, God's incarnate Son, is fully God; he was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.**
- f. **Sinful human beings are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of their representative and substitute, Jesus Christ, the only mediator between them and God.**
- g. **Those who believe in Christ are pardoned all their sins and accepted in God's sight only because of the righteousness of Christ credited to them; this justification is God's act of undeserved mercy, received solely by trust in him and not by their own efforts.**
- h. **The Holy Spirit alone makes the work of Christ effective to individual sinners, enabling them to turn to God from their sin and to trust in Jesus Christ.**
- i. **The Holy Spirit lives in all those he has regenerated. He makes them increasingly Christ like in character and behaviour and gives them power for their witness in the world.**
- j. **The one holy universal church is the Body of Christ, to which all true believers belong.**
- k. **The Lord Jesus Christ will return in person, to judge everyone, to execute God's just condemnation on those who have not repented and to receive the redeemed to eternal glory.**

All members of the Trust Board and other committees and sub-committees of the Fellowship (whether specifically mentioned in the UCCF constitution or not) and all officers of the Fellowship (whether paid or not), shall on first election or appointment to office, and then not less frequently than once every three years thereafter, record their agreement with the Doctrinal Basis by signature. They shall hold office only as long as it represents their religious beliefs.

In the light of the Equality Act 2010 and in view of our objectives, ethos and support base, UCCF staff will fall into one of three categories of occupational requirement. All staff involved in working directly in ministry to students are required to be believers in Jesus Christ as Saviour, Lord and God and be in good standing with their local evangelical church, thus being in fellowship with the world-wide Christian family. They are required to sign assent to the Doctrinal Basis, to participate in UCCF collective worship and prayer and to model Christian discipleship in public and private life.

Excerpts from UCCF's Ethos Statement

Dear Church Leader,

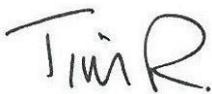
This letter will have been passed on to you by a member of your congregation who has expressed an interest in working with UCCF as a CU Staff Worker (CUSW). This is a commitment to ministry, working with Christian Unions in universities and colleges.

We think being a CUSW is a fantastic job to have. It is a unique opportunity to undertake hands-on ministry alongside students, and university campuses are a strategic mission field. We look to equip our staff by giving them first rate training, a team to support them, a generous holiday entitlement and the chance to be inspired by what God is doing in and through students today. We feel it is important to make contact with you as their church leader at this stage because as a movement we are committed to the local church. We believe it is the primary and lifelong place of Christian ministry and discipleship. As such, we believe it is important that candidates seek advice and direction from their church leader as they think about this possible calling. We also ask candidates' if we can approach a member of their church leadership for a reference, so we can better understand their strengths and needs and ensure we get the best role-match for the candidate and for UCCF.

Should your congregation member apply and be accepted, we trust your fellowship would feel able to support them pastorally, in prayer and possibly also financially. We would encourage them to be sending regular prayer letters to you. CUSWs receive a regular monthly salary but are responsible for seeking to raise financial support. We would ask that your church give prayerful consideration to the possibility of supporting your congregation member in this way.

Thank you for your partnership with us as we explore this opportunity for UCCF and for your congregation member. We really do need the support of churches and the willingness of people to come and serve as we help Christian students seek to share the gospel with every student in Great Britain. If you have any queries, please contact us at peopleteam@uccf.org.uk.

In Christ,



Tim Rudge
Field Director