

UCCF Head of Partnerships

Application pack 2026



Who we are

We are passionate about students reaching students with the good news of Jesus.

For over 100 years, UCCF has equipped and empowered students to discover Jesus and live for Him on campus.

Christian Unions (CUs) are groups of students from a range of local churches who join together to help everyone at uni engage with the life-changing message of Jesus. They are led by students, resourced by UCCF Staff Workers and supported by the local church.

Each year, tens of thousands of students hear the message of Christ through CU ministry. Together, we are reaching students for Jesus.

Our values

Confident in the truth: understanding, celebrating and defending the truth of the gospel.

Urgent in evangelism: creative, engaging and persuasive proclamation of Christ crucified.

Passionate about unity: gathering and uniting all Christians around the essential truths of the gospel.

Committed to the local church: believing it is the primary and lifelong place of Christian ministry and discipleship.

Motivated by grace: rejoicing in our salvation, serving one another and loving the lost.

Generous in world mission: endeavouring to give and send so as to reach the students of the world.



Our Office Team

Based in the centre of Oxford, we play a vital role in resourcing Christian Union (CU) students and forming CU leaders. We're an office of 20 made up of close-knit teams working together towards our mission. Together as office-based staff, we meet weekly for a business meeting, Bible devotion and prayer. We hold regular team and office wide training days to develop in our roles and enjoy time together. All staff participate in our national student conference, Forum, and annual Training Conference.

The Role

Salary: £43,781 - £51,486 depending on experience

Location: Hybrid working from our Oxford office.

Hours: 37.5 per week (full time). We are also open to part-time- arrangements, with a minimum of 0.8 FTE.

Application closing date: Wednesday 17 June 2026

Interview date: Tuesday 30 June 2026

Start date: As soon as possible, open to negotiation for the right candidate.

Our benefits:

- 30 days annual leave, plus public holidays
- 5 days of service leave
- Modern and spacious central Oxford office
- Facilities including secure bike storage
- Cycle to work scheme
- Free access to counselling and healthcare support, including discounted gym memberships
- Generous enhanced family leave and pay provision
- Access to free and discounted books with IVP
- 5% employer pension contributions

Job Description

| | |
|-------------------------------|---|
| Department: | Partnerships |
| Responsible to: | Director of Ministry Operations |
| Responsible for: | Partnerships Team (currently six staff) |
| Internal liaison with: | CEO, Directors, Head of Finance, Field Team Leaders and other office and field staff as required. |
| External liaison with: | Major donors, church leaders, trusts, foundations, partners, media, and other relevant organisations. |

Overall Purpose:

To lead the next phase of growth in UCCF’s fundraising and partner engagement strategy by cultivating the prayerful, relational and financial support needed to fulfil UCCF’s mission. Resulting in increased reach and securing sustainable and growing income.

This will be delivered through the development of long-term gospel partnerships with churches, individuals, trusts and other supporters. Fundraising practice will be shaped by theological conviction, expressed through prayerful dependence, relational stewardship and clear, confident invitations to financially partner in the mission of UCCF.



Nature and scope:

The role involves close liaison with Directors, senior office staff, Field Team Leaders and external organisations and supporters. The postholder will contribute spiritually and theologically to senior leadership, modelling prayerful dependence and joyful confidence in the gospel and shaping the wider organisation. The postholder will provide reports and presentations to Executive Team meetings as required. The postholder will undertake national, and potentially international, travel as part of their duties.

As a senior role involved in organisational leadership and external representation with supporters, churches and other organisations, it is an occupational requirement that the postholder be a believer in Jesus Christ as Saviour, Lord and God and be in good standing with their local evangelical church. The postholder will be required to affirm UCCF’s Doctrinal Basis, participate in UCCF corporate worship and prayer, and model Christian discipleship in public and private life.

1. Principal responsibilities

- 1.1 Develop and lead a clear Partnerships strategy aligned with UCCF's overall organisational strategy, framing fundraising as a relational expression of gospel partnership.
- 1.2 Ensure that the Partnerships strategy and practice are theologically grounded and consistent with UCCF's understanding of gospel partnership in mission.
- 1.3 Own and deliver UCCF's fundraising strategy, with accountability for income growth, supporter development and long-term sustainability.
- 1.4 Provide strategic leadership and line management to the Partnerships Team, setting clear priorities, targets and KPIs, and cultivating a culture of excellence, learning, collaboration and prayerful dependence.
- 1.5 Develop the Partnerships Team's structure, systems and capability in line with UCCF's strategic priorities and growth ambitions.
- 1.6 Develop a disciplined focus on inviting and retaining partners and providing excellent stewardship of their giving.
- 1.7 Growing loyalty and commitment to UCCF through regular compelling and clear communications.

2. Partnership development and engagement

- 2.1 Lead the growth of long-term gospel partnerships with major donors, churches, trusts, foundations and other partners, resulting in:
 - major donors who are well connected to the impact and long-term vision of student mission
 - trusts and foundations investing in clearly defined strategic ministry priorities
 - partners growing in commitment, advocacy and generosity
 - increased church engagement through prayer, advocacy and financial support for CU ministry
- 2.2 Represent UCCF at senior level meetings, conferences and events, building credibility, relationships and advocacy for the ministry.
- 2.3 Provide strategic oversight to the UCCF brand identity and brand story ensuring compelling messaging and brand consistency across partnership communications.
- 2.4 Cultivate PR and media relationships, acting as a spokesperson where appropriate.
- 2.5 Collaborate with colleagues to develop compelling partnership communications, opportunities and funding propositions aligned with UCCF's mission and strategic priorities.
- 2.6 Ensure excellent partner stewardship, including high-quality communication, appropriate recognition, and meaningful opportunities to engage with UCCF's leaders, ministry and impact.

3. Data, systems, impact and reporting

- 3.1 Drive partnership growth through the effective use of our CRM (Salesforce), data flows and reporting to support relationship management, performance tracking and strategic decision making.
- 3.2 Use insight and learning to refine strategy and improve effectiveness over time.

- 3.3 Provide clear, insightful reporting to Directors and Trustees on income performance and supporter engagement, key learning and strategic risks and opportunities.
- 3.4 Give partners confidence and joy in their gospel partnership through communication of informed high-quality data and clear measures of fruitfulness.

4. Innovation and best practice

- 4.1 Stay abreast of external best practice, trends and learning in fundraising, supporter engagement and partnership development.
- 4.2 Pilot and evaluate new approaches for growth and supporter engagement, embedding learning and long-term effectiveness.
- 4.3 Ensure best practice throughout the Partnerships Team through external networking, professional development and attendance at sector-relevant events.
- 4.4 Foster a culture of innovation, continuous improvement, curiosity and learning.

5. Measures of success

The postholder will be accountable for:

- 5.1 Effective leadership, development and performance management of the Partnerships Team.
- 5.2 Development of a sustainable, scalable pipeline of donor and partner relationships.
- 5.3 Clear reporting of performance, supporter insight, risks and learning.
- 5.4 Growth in partnership audience and engagement across segments.
- 5.5 Growth in income across key fundraising streams.
- 5.6 Improved partner retention by building the greatest possible mutual value in the partnership.

6. Other

Take full part in the life of the Partnerships Team, the Operations team and the wider fellowship, including attendance at key events such as Forum and Refresh and any other conferences or events required for the successful performance of the role.



Person Specification

The ideal candidate will be an effective senior fundraiser or marketing professional who instinctively understands evangelical culture and can build trust based and mission shaped partnerships. They will combine strategic leadership with innovation, relational credibility and the discipline required to develop excellent donor journeys, compelling communications and sustainable income growth.

Character - essential

- A mature Christian faith, able to affirm UCCF's Doctrinal Basis and actively participate in the spiritual life of the fellowship.
- A proactive, resilient and disciplined approach, with the drive, ambition and judgement required to lead change and grasp difficult opportunities wisely.

Knowledge - essential

- Strong understanding of supporter or donor journeys, including acquisition, stewardship, retention and long-term relationship development.

Knowledge - desirable

- Strong working knowledge of Salesforce or a comparable CRM platform.

Experience - essential

- A strong track record of developing and implementing strategy that delivers measurable growth, improved engagement and long-term sustainability.
- Experience of using CRM systems, data insight and reporting to inform strategy, segment audiences, strengthen engagement and improve effectiveness

Experience - desirable

- Experience in both fundraising and marketing, or evidence of ability to integrate both disciplines effectively.
- Experience of major donor development, trusts and foundations, and high-value relationship management.
- Experience of digital engagement, campaign development, audience segmentation and multi-channel communications.
- Experience of building supporter communities, advocacy and engagement across different networks or ecosystems.

- Experience of leading innovation, piloting new approaches and embedding learning over time.
- Experience gained within a Christian charity, church, mission agency or a context closely related to UCCF's ministry.

Skills - essential

- Proven ability to lead and develop a high-performing team, setting clear priorities, managing performance well and fostering a culture of prayerful dependence, collaboration, learning and excellence.
- Strong relational and communication skills, with the credibility to represent UCCF well with major donors, church leaders, trusts, foundations and other senior external stakeholders.
- Confidence in using evidence, performance measures and KPIs to monitor outcomes, refine strategy and support sound decision-making.
- Ability to work collaboratively with senior leaders and colleagues across an organisation, aligning partnership activity with wider ministry and organisational priorities.

Skills - desirable

- Ability to shape compelling narratives, cases for support and partnership opportunities that connect supporters meaningfully to UCCF's mission, vision and impact.
- Ability to contribute thoughtfully to the wider spiritual and theological leadership of the organisation.



Our Doctrinal Basis

The Doctrinal Basis represents the central truths of the gospel, which are 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. For more information, visit: <https://www.uccf.org.uk/about/doctrinal-basis/why-we-have-a-doctrinal-basis>

The basis of the Fellowship shall be the fundamental truths of Christianity, as revealed in HolyScripture, including:

- 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*