

North East Team Leader (maternity cover) Information Pack



A bit about us

So, what is working with UCCF as a Team Leader really all about? It's about leading a regional work and team; having unique opportunities with a strategic people group as you and your team undertake hands-on-ministry. You'll also be involved in implementing national strategy with the other regional Team Leaders as we seek to equip students to share the gospel.

A unique opportunity

UCCF: The Christian Unions 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.

A strategic people group

The vast majority of students do not know Christ. They remain lost and without hope. Today's students will influence the culture of tomorrow. Today's international students will take the gospel back home tomorrow. Our staff work alongside CUs to make them as effective as they can be in their mission to their respective universities. They do this by training and mentoring leaders; training and supporting students in evangelism; encouraging students to consider how their faith relates to their studies; and helping students understand the Bible in order to live as disciples of Christ in what can be a challenging environment. Hands-on-ministry



'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



The application process

To apply for this role, please:

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

The application deadline is **23.59 on Wednesday 23rd July 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 someone who has a heart to see students come to faith in Christ and a passion to help students live and speak for Jesus, who are self-motivated and not afraid to initiate change where CUs need strong guidance. Also, someone who signs up to our values – who are confident in the truth, urgent in evangelism, passionate about unity around the gospel, committed to local church, motivated by grace, and generous in world mission. You must also be able to enthusiastically sign our Doctrinal Basis and be a graduate with a good understanding of recent student and campus culture, so as to be best placed to reach non-Christian students for Christ.



Person Specification

Knowledge

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

Skills

- Communication skills (verbal & written)
- Pastoral skills
- Ability to strategically
- Training skills
- Ability to lead and supervise a team
- Ability to take initiative
- Process complex information
- Administrative and organisational skills
- Assess and evaluate
- Build good relationships
- Motivate others
- Encourage others
- Work interdenominationally

- Discern and judge
- Supervise others

Character

- Enthusiastic
- Reliable, honest, and have integrity
- Willingness to serve
- Positive attitude to authority
- Desire to continue to learn and teachability
- Positive attitude toward support raising (*it is a core expectation in the Team Leader role to fundraise as part of your work.*)

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:	Team Leader – maternity cover (North East)
Department:	Field, part of a regional team
Responsible to:	Field Director
Responsible for:	Christian Union Staff Workers (CUSWs) and Relay Workers (graduate volunteer workers) in the North East
Liaison with:	Other Team Leaders Associate Staff Workers (ASWs), local church workers, UCCF senior leadership, Oxford office

Overall purpose:	The overall purpose of the Team Leader is to develop strategy and initiatives that will advance the Gospel through Christian Unions (CUs) across the region they are responsible for. This will be done by leading a team of Staff Workers, Relay Workers and volunteers to co-ordinate effective student mission through CUs, and by being part of the national leadership team of UCCF.
Nature and scope:	<p>The Team Leader works from home. The role involves direct student work; contact with church leaders, church student workers and others involved at a local level; and administrative and pastoral responsibilities.</p> <p>There is a genuine 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 the Doctrinal Basis, to participate in UCCF collective worship and prayer, and to model Christian discipleship in public and private life.</p> <p>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 (currently this relates only to the post holder in Cornwall).</p>

1. Principal accountabilities

- 1.1. Team leadership
Leading, supervising and evaluating the work of the regional CUSWs and Relay Workers (the latter in conjunction with the Head of Relay and Leadership Network) by:
- 1.2. Helping individuals to assess their priorities in line with current team strategies;
- 1.3. Working alongside CUSWs to model good practice in advising, training and encouraging CUs;
- 1.4. Assisting CUSWs in their supervision of Relay Workers;
- 1.5. Developing individual CUSWs by giving pastoral support, training for the work and helping to facilitate personal growth and spiritual development.
- 1.6. Developing a good team life and identity by arranging regular Team Days, including fellowship, prayer, Bible study, training and ministry planning;
- 1.7. Working with the People Team in the recruitment, training and appraisal of CUSWs;
- 1.8. Developing the use of volunteers as appropriate e.g. Associate Staff Workers;
- 1.9. Developing individual and team support – working with team members to help them develop their personal prayer and financial support and team strategies for raising support;
- 1.10. Monitoring and authorising team expenditure e.g. travel, phone and postage costs.

2. Student work

- 2.1. Maintaining regular contact with students to enable them to fulfil their CUs' objectives by:
- 2.2. Leading by example in student mission according to personal gifts. This might include serving as a mission speaker or lunch bar speaker, serving as a CU guest, speaking at CUs, doing one-to-one discipleship with student leaders;
- 2.3. Having regular contact with student leaders across the North East
- 2.4. Organising regional events with the staff team and selected CU leaders.

3. Fellowship-wide links

- 3.1. Maintaining effective links between the work of the North East team and the rest of UCCF by:
- 3.2. Developing and applying the Fellowship's strategies and plans in the North East;
- 3.3. Regular reporting to the Field Director;
- 3.4. Participating in regular meetings of Field Team Leaders, as well as Student Council when necessary;
- 3.5. Attending the annual UCCF New Year Training Conference for spiritual input and practical training;
- 3.6. Communicating policy and news to staff, students and advisory groups in the team area.

4. Networking

- 4.1. Leading the North East team in maintaining and developing UCCF's network of contacts, primarily within the North East, for the good of the student work and for the cause of the Gospel more generally, by:
- 4.2. Developing local partnership with evangelical churches on matters of mutual concern;
- 4.3. Being the senior representative for UCCF for contact with other Christian organisations on matters relating to student work;
- 4.4. Developing mutually beneficial relationships with others engaged in student work across the North East.
- 4.5. Working with the Development and Communications, and Finance Teams to improve the understanding of UCCF's support base in and for the North East;
- 4.6. Working with the Development and Communications Team to develop and implement ideas to increase knowledge of UCCF and prayer support for the work across the North East;
- 4.7. Seeking to increase financial support for the work within the North East.

5. Personal development and support

- 5.1. Developing personal gifts and abilities, in agreement with the Field Director, by allocating appropriate time to training and study, including participating in the training curriculum.
- 5.2. Raising personal prayer support and developing an ongoing relationship with supporters (e.g. through the production of prayer letters).
- 5.3. Raising personal financial support to cover salary cost, with initial contractual minimum of £8,500 per annum.

6. Other responsibilities

- 6.1. Working with the People Team in the recruitment of field staff, including being available to interview during tri-annual interview weeks at the UCCF office in Oxford.



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,

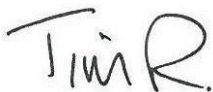
This letter will have been passed on to you by a member of your congregation who has expressed an interest in working with UCCF as a Team Leader (North East – maternity cover). This is a one-year commitment to ministry, leading one the North East team as they work with the Christian Unions in universities and colleges, and participating in national strategy.

We think being a Team Leader is a fantastic job to have. It is a unique opportunity to undertake ministry alongside students, and university campuses are a strategic mission field. We look to equip our Team Leaders through a high level of support and by giving them appropriate training, a generous holiday entitlement, and the chance to be inspired by what God is doing in and through students today. The reason for making contact with you as their church leader at this stage is 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 will also ask them if we can approach a member of their church leadership for a reference, so we can ask for your wisdom about your congregation member's strengths and needs in order to make sure 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, financially. We would encourage them to be sending prayer letters to you. Team Leaders receive a regular monthly salary but are responsible for seeking to raise some of their own financial support. We would ask that your church give prayerful consideration to the possibility of being able to support 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 share the gospel with every student in Great Britain. Please do contact us if you have any queries on 01865 253678 or at peopleteam@uccf.org.uk.

In Christ,



Tim Rudge
Field Director