

Graduate Scheme

Evangelical Alliance appointment of

People and culture associate



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Introduction from the CEO

The Evangelical Alliance is the largest and oldest body serving evangelical Christians in the UK. Since 1846, we've been uniting Christians and making their voices heard in the corridors of power. We've also been equipping churches for mission; inspiring them to drive the spiritual, social and physical transformation of their communities.

In John 17 – the final prayer of Jesus – Christ prays: “I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.” We believe that the unity Jesus prayed for is reflected in the church coming together, setting aside denominational differences, and working together for the gospel.

This is an exciting and challenging time to be a part of this organisation that I'm so privileged to lead. Our annual report, included in this document, gives you a flavour of the projects, programmes and campaigns that we've been involved in over the past year and just how we are making a difference. We remain committed to our vision of together making Jesus known and are excited to welcome a diverse range of graduates to our team.

Thank you for taking the time to consider applying to our Graduate Scheme. We're praying that God brings the right people to us.

A handwritten signature in black ink that reads "Gavin Calver".

Gavin Calver
CEO
Evangelical Alliance

About the Evangelical Alliance

The Evangelical Alliance joins together hundreds of organisations, thousands of churches and tens of thousands of individuals for the sake of the gospel. Working across the UK, with offices in London, Cardiff, Stockport, Glasgow and Belfast, our members come together from across denominations, locations, age groups and ethnicities, all sharing a passion to know Jesus and make Him known. Today our dedication to serving the church, and society at large, is as strong as ever.

Like the evangelicals who have gone before us – those who abolished the slave trade, those who reformed our justice system, those who championed education for all – we are dedicated to blessing those around us as we worship God with all that we have and all that we are.

Today it is evangelicals who are at the heart of debt counselling, street pastors, night shelters and food-banks. Today it is active evangelical faith that is making a profound difference throughout our communities for the sake of the gospel. We speak up on behalf of those who are maligned and marginalised, affirming freedoms and proclaiming the good news of Jesus in words and in action.

We love Jesus and we want everyone in the UK to be given an opportunity to know Him. We love His church, and we will do all we can to unite evangelicals, building confidence in the gospel and speaking as a trusted voice into society to see it changed for Him.

eauk.org

The Evangelical Alliance

Graduate scheme

The Evangelical Alliance is pleased to announce it is offering another year of its successful graduate scheme.

We are offering up to eight paid roles across our offices as part of a programme looking to equip and release some of the best and the brightest talent to serve the UK church. These posts are aimed at both graduates and those who have gained equivalent life experience.

We have designed a training programme incorporating weekly content from a range of contributors. This will include theological input, understanding our cultural context, leadership, communications, personal development and much more. You will report to a line manager who will oversee and manage your workload, and you will have opportunities to develop mentoring-style relationships. There will be interaction with the other graduates on the scheme as well as the wider staff team.

The main training component will be delivered for two hours on a Tuesday afternoon, which must be working time for each of the posts. Other training will be delivered on an ad hoc basis. Successful applicants will also attend and participate in regular prayer gatherings and engage in team-wide worship and wider staff gatherings.

The scheme will run from the week commencing 8 September 2025 until 22 May 2026. There may be some flexibility in working hours, and these should be discussed at interview and agreed with line managers.

We are offering the following posts:

Belfast – Northern Ireland associate – three days (21 hours) per week – one or two posts. Candidates will be passionate about serving the wider church in Northern Ireland and/or interested in church engagement in politics, the media and wider public life. You will have an understanding of the major issues of public debate in Northern Ireland and will be able to connect biblical teaching to some of these issues.

Glasgow – Scotland associate – three days (21 hours) per week – one post. Candidates will be interested in research in public policy and have a desire to see the evangelical church engaged in these issues and growing in its mission. You will have a good knowledge of political structures and processes in Scotland and be comfortable communicating issues from an evangelical Christian perspective.

London (negotiable) – research associate – three or four days (21/28 hours) per week – one post. This post will play a key role supporting our research into evangelical Christians in the UK. With strong research and analysis skills, you will be highly organised and able to co-ordinate a programme of work. You will be comfortable communicating findings to diverse audiences and able to express complex ideas carefully and concisely.

London – people and culture associate – four days (28 hours) per week – one post. Candidates will contribute to the development of good practice relating to workplace wellbeing and culture, and be interested in research projects contributing to the improvement of employment practice, alongside administering records and events.

London – advocacy associate – three or four days (21/28 hours) per week – one post. Candidates will have an interest in public life and public policy, with strong political awareness and the ability to grasp complex issues. You will feel at home investigating and communicating diverse policy issues from an evangelical Christian perspective.

London – OPC/South Asian Forum associate – three days (21 hours) per week – one post. Candidates will have an understanding of and interest in the emerging intercultural church conversation in the UK today and specific knowledge and experience of the South Asian Christian community in the UK. You will have the ability to research and deliver projects in these areas and develop engaging and creative content.

London – Being Human associate – three or four days (21/28 hours) per week – one post. Candidates will be passionate about communicating ideas and stories to help everyday Christians live out and share the biblical vision of what it means to be human. You will be involved in creating content, communicating to diverse audiences and providing administrative support to the Being Human project.

Applicants are welcome to apply for more than one post. In order to do so, they will need to complete the generic application form and make it clear either in their covering letter or on the application form itself which roles they wish to apply for. Some roles request answers to specific questions and applicants will need to ensure that this is done for each role for which they wish to be considered.

These posts are subject to an Occupational Requirement that the post holder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010 or the equivalent in each part of the UK.

About the role

Job title: People and culture associate (graduate scheme)

Responsible to: Director of people and culture

Overall role objectives

1. To undertake research as directed by the director of people and culture to contribute to the improvement of employment practice, including compensation and benefits, resourcing and learning and development.
2. To contribute to the development of good practice relating to culture and workplace wellbeing through research and the effective gathering and implementation of feedback.
3. Support the people function in the administration of records and day-to-day activity and events.

Key responsibilities

1. Undertake research in key areas, accessing and analysing available data and liaising with other organisations in relevant sectors.
2. Engage in education and learning opportunities to develop HR knowledge and keep abreast of employment legislation in order to communicate and assist in the implementation of good practice.
3. Record and administer data relating to the people function, including learning and development plans for staff across the organisation, liaising with people managers and referring to annual review paperwork.
4. Work with the people and operations co-ordinator in identifying and developing areas requiring improvement across the HR life cycle.
5. Ensure mandatory training is in place and adequate records maintained.
6. Action and analyse regular surveys relating to staff health and wellbeing.
7. Contribute to the development and organisation of regular staff gatherings.
8. Contribute to the development and growth of the culture of prayer across the organisation. Assist in initiating and creating opportunities for team-wide prayer, both corporately and in small groups.
9. Liaise with the people and operations co-ordinator in overseeing the programme of contributors for weekly team meetings, ensuring regular and consistent presentations from across the whole staff team.
10. Pioneer improved digital engagement particularly with staff and the People HR system. Improve management of data on People HR and the holding of annual review records.
11. Undertake other duties as directed by the director of people and culture.

The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and level of the post.

This post is subject to an Occupational Requirement that the post holder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010.

About you

Your experience, skills and abilities

The role of the people and culture associate (graduate scheme) requires a committed Christian who can demonstrate the following, which will be tested at Application (A), Interview (I), Exercise (E) and Reference (R).

E = Essential / **D** = Desirable

Your education/training:

- Educated to degree level or equivalent relevant experience – **E** (AI)

Your experience:

- Strong written and verbal communication skills, with the ability to adapt tone and style to suit different audiences – **E** (AIE)
- Experience of working in people-focused teams – **E** (AI)
- Understanding of the UK Christian church, in particular the evangelical community – **E** (AI)
- Experience of handling and analysing data – **E** (AI)
- Understanding of the current and emerging trends in HR practice – **D** (AI)

Your skills/abilities:

- Able to manage a range of research techniques and handle and analyse qualitative and quantitative data – **E** (AIE)
- Able to demonstrate empathy and high emotional intelligence in interacting regularly with people on sensitive or personal issues and to effectively engage – **E** (AI)
- Excellent interpersonal and communication skills, with the ability to interact confidently, courteously and effectively with a wide range of people and teams – **E** (AIR)
- Excellent IT skills, including Microsoft Office, digital platforms and survey forms – **E** (AI)
- Rigorous attention to detail – **E** (AE)
- Able to think quickly and clearly while maintaining quality and confidentiality – **E** (AI)
- Excellent organisational skills, with ability to work to deadlines and prioritise tasks in a busy working environment – **E** (AIR)
- Able to demonstrate sound judgement and problem-solving skills – **E** (AIR)
- Enthusiastic, positive and proactive – **E** (AIR)
- Good level of theological and biblical literacy – **D** (AI)
- Willingness to work occasionally outside of normal working hours – **E** (AI)

Your personal qualities:

- A clear commitment to the Christian faith and agreement with the Evangelical Alliance UK's basis of faith and ethos statement – **E** (AI)
- Able to identify and be committed to the vision and mission of the Evangelical Alliance and to reflect our values – **E** (AI)
- Regular commitment to and participation in the life of the local church – **E** (AR)

ANNUAL REPORT SNAPSHOT 2023–24

**Just as a body,
though one, has
many parts, but
all its many parts
form one body, so
it is with Christ.**

1 Corinthians 12:12



What an incredible year it has been! First, I want to say thank

you – we are so grateful to the more than 5,000 new personal members who joined the Evangelical Alliance this year. We remain so thankful to the many who have been with us for longer too and we look forward to journeying together as we continue to serve our membership wholeheartedly.

There have been countless highlights – we have been so encouraged as we have equipped many churches, organisations and individuals to make Jesus known this year, and our range of innovative mission and discipleship resources continue to be well received. The many opportunities we have had to engage with policymakers continue to be a great blessing, and we have spoken up wherever possible on behalf of evangelicals. It has also been wonderful to celebrate the 10-year anniversary of our One People Commission; this vital work continues

to seek to bring unity across all ethnicities.

Across the four nations of the UK, we have cheered on local church leaders, supporting and helping our members on the ground wherever God has positioned you.

It's been a great personal joy for me to minister and visit many member ministries; the breadth of churches we serve is a delight and I have also loved seeing many people give their lives to Jesus.

I am so grateful to the amazing staff team and board that I serve with. However, the Evangelical Alliance is not a staff team; it is a membership organisation, and I am profoundly thankful to every church, organisation and personal member who stands with us. Let's continue to make Jesus known together throughout the United Kingdom.

Every blessing,

A handwritten signature in dark ink that reads 'Gavin Calver'.

Gavin Calver
CEO

Celebrating a year of highlights...

Record
growth:
5,000+
new personal
members!

April

We forged new relationships with government ministers after we welcomed the *Bloom Report*, calling on the government to deepen its engagement with faith groups.



June

We represented our members at the National Parliamentary Prayer Breakfast in Westminster Hall.

August

Evangelical parents and carers responded in great numbers to our survey on relationships, sex and health education, and we highlighted your concerns to government and parliamentarians.

May

We brought together representatives from 50 organisations and member churches in Scotland for an amazing day of prayer for the nation.

July

As part of a six-way mission partnership, we launched the refreshed Talking Jesus website and new resources to help churches grow in confident evangelism.

September

We equipped Christian parents, carers and leaders to navigate conversations about relationships and sex education with *Time to Talk*.

Sharing hope
to the nation:

150+

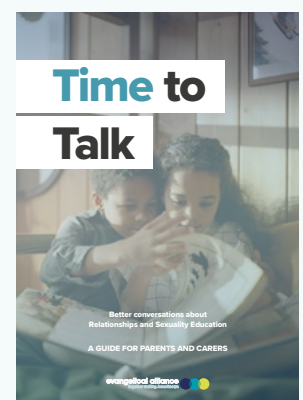
TV, radio and podcast
appearances carrying
the voice of the UK
church

“A game-changer”,
“vital”, “hugely
encouraging”, and “a
ray of hope” – church
leaders’ responses
to the *Talking Jesus*
research

Helping you find
what you need:

700,000+

visits to our website,
providing evangelicals with
quality resources for mission,
unity and advocacy





We're here for our members: more than

1,000

speaking engagements, talks, teaching sessions and meetings with church and organisational leaders

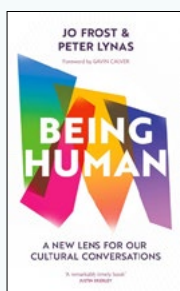
We're speaking up:

100+

appearances before government, parliamentary engagements or meetings with civil servants, politicians, MPs, MLAs, MSPs, MSs and other policymakers

October

We released *Being Human: A new lens for our cultural conversations* – a guide for everyone who wants to live out and share the good, true and beautiful biblical vision of what it is to be human.



December

We celebrated 10 years of the One People Commission as we work to build unity across all ethnicities in the evangelical church.

February

We helped government and media to better understand evangelicals in Northern Ireland by publishing the *Good news people* report, with positive results, to inform future engagement.



November

We gathered online for the International Day of Prayer for the persecuted church with three of our member organisations – almost 2,000 people signed up to the event.

Coming alongside the next generation: we empowered

24

young leaders to be culture-shapers on our Public Leader programme



January

In our work to envision a society in which both women and the unborn are championed and supported, we expanded our Both Lives initiative from Northern Ireland into a UK-wide initiative.

March

Our Wales team led prayers for the nation at the Welsh Parliamentary Prayer Breakfast – a powerful time of worship and celebration of Wales' spiritual heritage.



We're reaching new audiences:

30,000+

listens and downloads of our podcasts

Financial review

“Rejoice always, pray continually, give thanks in all circumstances; for this is God’s will for you in Christ Jesus.”

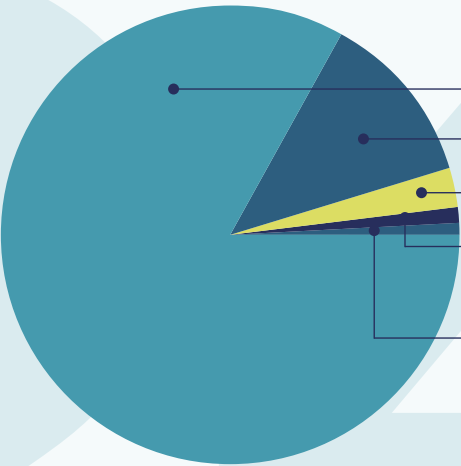
1 Thessalonians 5:16–18

INCOME

£2,899,594

up from £2,590,073 last year

We are so thankful to God for a good year in terms of overall income growth, with exceptional legacy income and growing memberships, both of which have offset a reduction in income from charitable trusts.



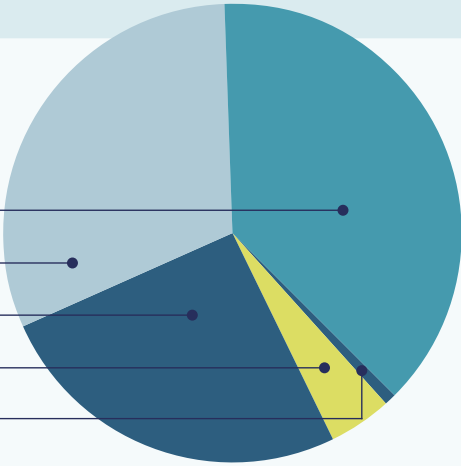
Donations	83.3%
Legacies	12.2%
Trading activities	2.6%
Investment income	1.0%
Income from charitable activities	0.9%

EXPENDITURE

£2,931,152

up from £2,761,442 last year

Unity and mission initiatives	38.0%
Communications and membership	31.3%
Advocacy initiatives	25.5%
Fundraising and publicity	4.3%
Income generation	0.9%



Expenditure during the year was increased across our charitable activities and in line with our strategic objectives. A significant increase in membership numbers has inevitably generated increased costs to support that membership.

Terms & conditions and how to apply



Role:	People and culture associate (graduate scheme)
Location:	London, England
Pay:	Real Living Wage, currently £13.85/hour in London (paid monthly and will vary according to the pay period)
Hours:	28 hours per week (four days)
Contract type:	Temporary 37-week contract, to include 14 days' holiday, some of which must be taken during the Christmas break
Scheme dates:	8 September 2025 – 22 May 2026
Application closing date:	9am, Monday, 2 June 2025
Interviews:	Likely to take place from 16 June 2025 in London

To apply, either download the application form and email it to hr@eauk.org or complete our online form.

For an informal conversation about this role, please email hr@eauk.org and we will arrange for someone to speak to you.

The application form involves submitting some general background information. At the end, you will be asked for other information. Please use this space to show how you meet the role criteria, and then, in no more than 500 words, set out your response to: 'Why I am interested in a career in a people and culture setting'

Should you wish to be considered for more than one role on our graduate scheme, you will need to complete the generic application form and make it clear either in your covering letter or on the application form itself which roles you wish to apply for. Some roles request that you answer specific questions, and you will need to ensure that you do this for each role for which you wish to be considered.

All applicants must be committed to the [basis of faith](#), [vision](#) and [ethos](#) of the Evangelical Alliance.

Please read our [privacy policy](#) for details of our use of your information.

This post is subject to an Occupational Requirement that the post holder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010.