

Vacancy

Evangelical Alliance appointment of

People and culture associate

(graduate scheme)



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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 be recruiting to our graduate scheme in 2026–2027.

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

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 foodbanks. 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 six 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 7 September 2026 until 21 May 2027. 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 post. 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 – people and culture associate – three days (21 hours) per week, negotiable – 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 days (21 hours) per week, negotiable – 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 – gospel impact associate – three days (21 hours) per week, negotiable – one post. Candidates will be passionate about equipping and inspiring churches, organisations and everyday Christians to share the good news of Jesus with those around them. You will be involved in creating content, communicating to diverse audiences and providing administrative support to the gospel impact team.

London (negotiable) – web development associate – three days (21 hours) per week, negotiable – one post. Candidates will have experience in website development and will have a good knowledge of website maintenance and analytics. You will be involved in supporting the digital and membership teams in delivering web-based projects that further the Evangelical Alliance’s mission and strategic plan.

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 should make it clear 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 postholder 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:

- 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.
- To contribute to the development of good practice relating to culture and workplace wellbeing through research and the effective gathering and implementation of feedback.
- To support the people function in the administration of records and day-to-day activity and events.

Key responsibilities:

- Undertake research in key areas, accessing and analysing available data and liaising with other organisations in relevant sectors.
- 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.
- 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.
- Work with the people and operations co-ordinator in identifying and developing areas requiring improvement across the HR life cycle
- Ensure mandatory training is in place and adequate records are maintained.
- Action and analyse regular surveys relating to staff health and wellbeing.
- Contribute to the development and organisation of regular staff gatherings.
- 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.
- Oversee the programme of contributors for weekly team meetings, ensuring regular and consistent presentations from across the whole staff team.
- Pioneer improved digital engagement, particularly with staff and the PeopleHR system. Improve management of data on PeopleHR and the holding of annual review records.
- Undertake other duties as directed by the director of people and culture.

There are some activities which apply to all members of staff, and these are listed below:

- To further the aims and objectives of the Evangelical Alliance.
- To support the values of the Evangelical Alliance.
- To undertake training/personal development through participation in the Evangelical Alliance's performance review programme.
- To manage one's own learning and contribute to the learning of others.
- To take part in other Evangelical Alliance activities arranged centrally or by other teams where appropriate.
- To participate in and take turns in leading staff prayers and staff worship.
- To maintain and develop the ethos of the Evangelical Alliance with reference to the [Ethos statement](#) and [Code of conduct](#).
- To regularly pray for the work of the Evangelical Alliance.

The above list of job duties is not exclusive or exhaustive and the postholder 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 postholder 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 people and culture associate (graduate scheme) requires a committed Christian who can demonstrate the following that 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** (A)

Your experience:

- Experience of working in people-focused teams – **E** (A/I)
- Understanding of the UK Christian church, in particular the evangelical community – **D** (A/I)
- Experience of handling and analysing data – **E** (A/I)
- Understanding of the current and emerging trends in HR practice – **D** (A/I)

Your skills/abilities:

- Able to manage a range of research techniques and handle and analyse qualitative and quantitative data – **E** (A/I/E)
- Able to demonstrate empathy and high emotional intelligence in interacting regularly with people on sensitive or personal issues and to effectively engage – **E** (A/I)
- Excellent interpersonal and communication skills, with the ability to interact confidently, courteously and effectively with a wide range of people and teams – **E** (A/I/R)
- Strong written and verbal communication skills, with the ability to adapt tone and style to suit different audiences – **E** (A/I/E)
- Excellent IT skills, including Microsoft Office, digital platforms and survey forms – **E** (A/I)
- Rigorous attention to detail – **E** (A/E)
- Able to think quickly and clearly while maintaining quality and confidentiality – **E** (A/I)
- Excellent organisational skills, with the ability to work to deadlines and prioritise tasks in a busy working environment – **E** (A/I/R)
- Able to demonstrate sound judgement and problem-solving skills – **E** (A/I/R)
- Good level of theological and biblical literacy – **D** (A/I)

Your personal qualities:

- A clear commitment to the Christian faith and agreement with the Evangelical Alliance's Basis of faith and Ethos statement – **E (A/I)**
- Able to identify and be committed to the vision and mission of the Evangelical Alliance and to reflect our values – **E (A/I)**
- Regular commitment to and participation in the life of a local evangelical church and an ongoing commitment to personal Christian discipleship – **E (A/R)**
- Enthusiastic, positive and proactive – **E (A/I/R)**
- Willingness to work occasionally outside of normal working hours – **E (A/I)**

ANNUAL REPORT SNAPSHOT 2024-25

“I have given them the glory that you gave me, that they may be one as we are one – 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.”

John 17:22–23



The Lord has shown us such grace and favour this year. Firstly, I want to say a huge welcome to the more than 5,500 personal members who joined the Evangelical Alliance this year. To all our members, almost 27,000 of you, thank you! We are profoundly grateful that you stand with us.

As the UK prepared for a general election, we published our *Thinking faithfully about politics* research, designed to help Christians put their faith at the heart of how they engage with politics, and to help policymakers and the media to better understand evangelicals. Following the election, we continued to be a voice speaking up in government. Our members have united on important issues, spanning from the beginning to the end of life, in prayer and in action.

This year we released several new resources to equip our members to lead with confidence and compassion in challenging times, including the

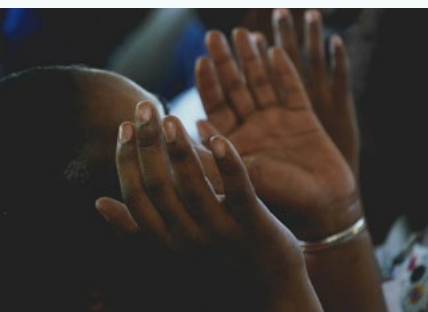
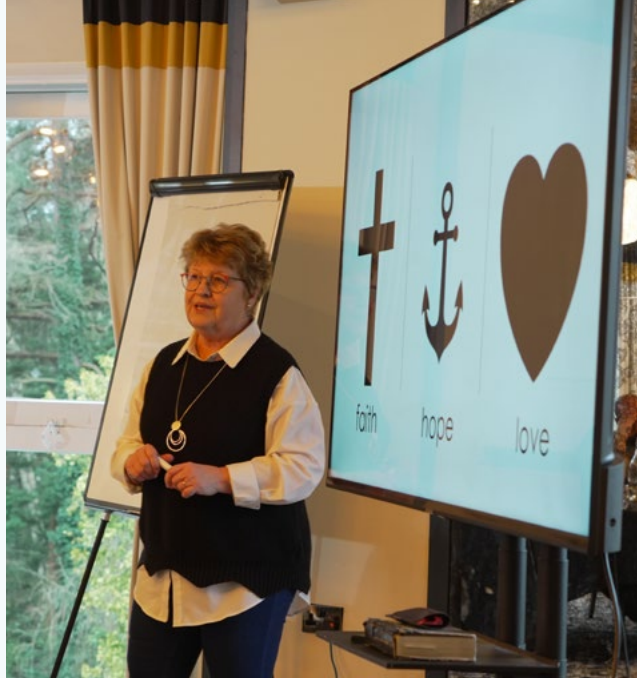
Relationships Matter course on the Bible, sexuality and same-sex relationships; *In Crisis* videos for church and organisation leaders; and *Visions of Justice and Hope*, a small group resource designed to facilitate conversations on racial justice. It has been a privilege to meet with hundreds of church leaders individually to support and encourage them too.

As we look ahead, I am reminded of the words Jesus prayed for His followers in John 17, which have always been foundational to the work of the Evangelical Alliance throughout our history, “that they may be one as we are one – 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.” Be assured I’m praying for you all as we seek to make Jesus known together.

Every blessing,

Gavin Calver
CEO

A year of making Jesus known together



June

Hosted an online gathering to unite in prayer for the UK before the general election.



August

Accepted 45 emerging leaders onto our Public Leader programme.

October

Held gatherings for church leaders in Crawley, Eastbourne, Brighton, Portsmouth, Southampton and Bournemouth.

May

Published *Thinking faithfully about politics* and other resources to help Christians live out their faith ahead of the general election.

170
TV, radio
and podcast
appearances

September

Held South Asian Forum leaders gathering, exploring how we can better understand other cultures and South Asian religions.



One of
15
resources
produced
this year





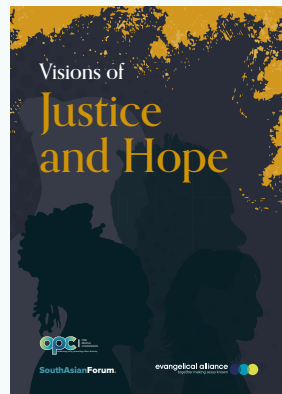
Hosted or co-hosted
92
 in-person and
59
 online events
 this year

October

Published Three ways to pray for church leaders on our website, which has been visited over 2,000 times.

December

Launched *Visions of Justice and Hope*, a new small group study guide offering an insightful journey into racial justice.



March

Partnered with Hope Together to explore how we can share the Easter story with toddlers at our online Talking Toddlers event and to discuss evangelism in our online Perspective conversation on pioneering for everyone.



Around
400
 speaking
 engagements
 this year

November

Co-hosted the livestreamed gathering for the International Day of Prayer for the Persecuted Church.

Supported a letter signed by more than 1,200 church and Christian leaders opposing the assisted suicide bill.

January

Released the third instalment in our *God Unborn* series, *Joseph said yes*.



Around
1,000
 one-to-one meetings
 with church and
 organisation
 leaders



Engaged with
25+
 politicians
 on issues that
 matter to our
 members

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

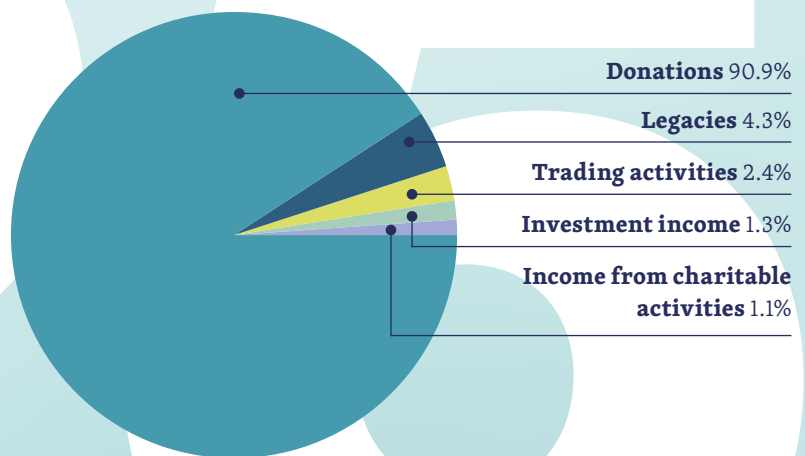
INCOME

£3,004,210*

up from £2,900,520 last year*

We are so thankful to God for a good year in terms of overall income growth. This is largely thanks to our rising membership numbers, particularly among individuals. We are also grateful for the 12% increase in income from the various charitable trusts who partnered with us during the year.

*Includes gains on investment of £790 (2024: £926)



EXPENDITURE

£3,271,252

up from £2,931,152 last year

Unity and mission initiatives 39.6%

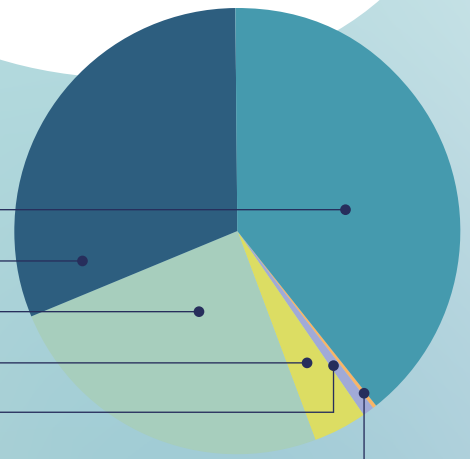
Communications and membership 31.0%

Advocacy initiatives 24.5%

Fundraising and publicity 4.0%

Income generation 0.8%

Property and IT projects 0.1%



Expenditure during the year has increased across our charitable activities and in line with our strategic objectives. The continuing increase in membership numbers has inevitably generated increased costs to support that membership, although the overall percentage of costs for this department has not increased.

Terms & conditions and how to apply



Role:	People and culture associate (graduate scheme)
Location:	London, England
Pay:	Real Living Wage, currently £14.80/hour in London (paid monthly and will vary according to the pay period)
Hours:	21 hours (3 days) per week, negotiable
Contract type:	Temporary 37-week contract, to include up to 10.5 days' holiday (depending on contractual hours) some of which must be taken during the Christmas break
Scheme dates:	7 September 2026 – 21 May 2027
Applications closing date:	9am, Monday 1 June 2026
Interviews:	Likely to take place from 15 June 2026 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 with 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 address the following questions, bearing in mind the experience, skills and abilities we are looking for:

1. How did you come to know Jesus?
2. What do you think you can bring to the role in terms of interest and experience?
3. What would you like to achieve through the graduate scheme?
4. What is it about working in a people and culture setting that interests or excites you?
5. Describe yourself in five words.

Should you wish to be considered for more than one role on our graduate scheme you will only need to complete the application form once. You should make it clear on the application form 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](#), [Ethos statement](#) and [vision and mission](#) of the Evangelical Alliance.

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

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