

Graduate Scheme

Evangelical Alliance appointment of

Scotland 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.

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 the return of its successful Graduate Scheme. We are offering up to nine paid roles across our four national offices as part of a new 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.

The scheme will run from the week commencing 9 September 2024 until 23 May 2025. 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:

Cardiff – Wales associate – three days (21 hours) per week – one post. Candidates will be interested in research in a Wales public policy context and be able to articulate the importance of the church in engaging with society. Your individual skills and gifting will be valued in our team environment, and you will have the opportunity to interact with leaders across a broad range of issues.

Glasgow – Scotland associate – three days (21 hours) per week – two posts. 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.

Belfast – Northern Ireland associate – three or four days (21 or 28 hours) per week depending on the suitability of applicants – 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.

London – 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 – Creative content associate – three or four days (21 or 28 hours) per week depending on the suitability and availability of applicants – one post. Candidates will be interested in visual and audio communications, helping us to produce films, podcasts and social media content to creatively engage audiences with stories of what God is up to across the UK.

London – Advocacy associate – four days (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'll feel at home investigating and communicating diverse policy issues from an evangelical Christian perspective.

London – Being Human associate – four days (28 hours) per week – one post. Candidates will be passionate about communicating ideas and stories to help everyday Christians understand the underlining narratives of our culture and how the God story invites us all to live out and share the good, true and beautiful news of who Jesus is and who we are in Him. The Being Human project is a key initiative of the Evangelical Alliance.

Applicants are welcome to apply for more than one post but must fill out a separate application form for each post in line with the person specification.

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: Scotland associate (Graduate Scheme)

Responsible to: Head of Evangelical Alliance in Scotland

Overall role objectives:

1. To research, analyse and report on public policy and legislation as part of God's mission in Scotland from an evangelical Christian perspective.
2. To support evangelical Christians and the wider church to engage well, both in church and in the public square.
3. To assist and support the work of Evangelical Alliance Scotland as directed by the head of the Evangelical Alliance Scotland.

Key responsibilities

1. To contribute to the implementation of the Evangelical Alliance's strategic plan in Scotland under the day-to-day operational direction of the head of the Evangelical Alliance in Scotland.
2. To monitor, analyse and comment on current and potential public policy and Scottish legislation from a Christian perspective.
3. To monitor the Scottish media as it reports on matters of concern to evangelicals and offer comment.
4. To help inform Evangelical Alliance Scotland members and others of major political and socially important developments, encouraging prayer and other appropriate responses.
5. To assist the work of the Evangelical Alliance as we help churches in Scotland to engage in the public square nationally and locally.
6. To assist with the Scottish Public Leader programme as appropriate.
7. To participate in the team activities and strategic projects of the wider UK team, producing outputs which contribute to implementing the Evangelical Alliance's strategic plan.
8. To undertake other duties as directed by the head of the Evangelical Alliance in Scotland.

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 Scotland associate 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 experience – **E** (AI)

Your experience:

- Research experience including analysing complex written materials – **E** (AIE)
- Experience of influencing, lobbying and working with political and other decision makers – **D** (AI)
- Knowledge and experience of public campaigning or organising events – **D** (AI)

Your skills/abilities:

- A good knowledge of the political structures and processes in Scotland and how they interact with those in the wider UK and EU – **E** (AI)
- Understanding of the major issues of public debate in Scotland today and of biblical teaching on at least some of these issues – **E** (I)
- Capacity for analysing political arguments and interpreting them from a biblical perspective – **E** (I)
- Ability to communicate evangelical values and principles – **E** (AI)
- Broad understanding of the church scene in Scotland – **D** (AI)
- Ability to work unsupervised and take responsibility for tasks described in job description – **E** (AIR)
- Excellent communication skills – both written and verbal – adaptable to a wide variety of audiences – **E** (AE)
- Ability to plan, prioritise and work to deadlines – **E** (AIR)
- Confident in using Microsoft Office – **E** (A)

Your personal qualities:

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

ANNUAL REPORT SNAPSHOT 2022–23

“There has been
much to celebrate this
last financial year”



Once more, I find myself at the end of a year feeling so grateful to the Lord for all He’s done and His incredible provision to us at the Evangelical Alliance. As memories of the pandemic faded away, we found ourselves facing some new challenges, not least a significant cyber-attack at the beginning of our financial year, that had a big impact on us internally. Meanwhile our work has been affected, like for us all, through changes in government across much of the UK, and with the cost of living continuing to rise. However, yet again we have experienced the faithfulness of the Lord, as we have walked together seeking to have a positive impact in an ever-changing landscape.

Membership continues to be the heartbeat of what we do at the

Evangelical Alliance, and it has been a great delight to welcome people into membership at an increasing rate. By standing together, our mission is more effective, and our voice can be so much louder. We have continued to speak up in the corridors of power on the issues that matter most to evangelicals, and we are so grateful for your part in this. There have also been amazing opportunities for connecting with churches, and it’s been a great privilege for the team and I to be out and about on the road, meeting so many Christians nationwide and sharing our hope in Jesus. It’s also been great to have partnered with Alpha, CV Global, HOPE Together, Kingsgate Community Church and Luis Palau Association to see the latest version of the *Talking Jesus* research come out, that highlights the incredible opportunity and openness to the gospel right now.

At the end of another full year at the Evangelical Alliance, I’m feeling

very grateful. There have been battles and blessings, but the blessings do outnumber the battles. Thanks so much to every member, every donor, every friend who prays for us, without whom none of this would be possible. The Evangelical Alliance is not a staff team, though we have one, it’s an alliance of thousands of churches, hundreds of organisations, and tens of thousands of individuals who come together to make Jesus known. Thank you so much for your part in this.

Most of all I’m thankful to the Lord, for His presence, favour and comfort. I’m still believing the best is yet to come. Let’s continue to together make Jesus known.

Every blessing,

Gavin Calver
CEO

A year of strengthening the UK church...

Another full year of making Jesus known, together.

April

Launched the *Talking Jesus* report 2022, in partnership with Alpha, CV Global, HOPE Together, Kingsgate Community Church and Luis Palau Association, revealing how people come to faith.

1 of
12
resources we produced or co-produced this year

June

Alongside Serve Scotland, presented a *Stories of Hope* report to Scottish Parliament highlighting the significant contribution of Christians in supporting drug and alcohol addiction recovery (helping more than 2,000 individuals within the past decade).

August

Joined the 'Enough to live' campaign, coming together with key voices to call on the government to take urgent action on the cost of living crisis.

May

Kicked off our unity tours with six dates in northern England - since then our unity team have travelled more than 1,300 miles ranging from Lancaster to Truro, gathering more than 400 leaders together across 14 locations to lay solid foundations for collaboration.

600+
meetings with church and organisational leaders

250+
speaking engagements, talks and teaching sessions

July

Attended the UK Parliamentary Prayer Breakfast, which turned out to be a significant moment for UK politics; we agreed with the keynote speaker about the importance of integrity in public life.

September

Gathered stories from our members on how they are helping those most in need in the cost of living crisis.

40+
key moments of government or parliamentary engagement





October

Shared our resource *Living for Jesus at work* (produced with the Lawyers' Christian Fellowship) in an online webinar, providing guidance on how to live out and share our faith in the workplace.

December

Our joint letter to the Scottish Government with Restore Glasgow and 14 co-signatories against the sexual exploitation of women and girls had a positive response from MSPs.

February

Launched a suite of resources on friendship centred around the new book by Phil Knox, *The Best of Friends*, to help Christians tackle the loneliness epidemic, make connections and share Jesus within meaningful relationships.



November

Held a cost of living event in Westminster with Christians Against Poverty to share with MPs about the support churches and Christian-led organisations are providing at this time.

38

next-generation public leaders supported on our Public Leader programme

March

In Northern Ireland, we gathered to celebrate women of faith and influence on International Women's Day; on St David's Day in Wales, we led closing prayers for Senedd at the Welsh Parliamentary Prayer Breakfast.

Around 100

TV and radio appearances carrying the voice of the UK church

January

The One People Commission facilitated an in-person Intercultural Church Conversation, sharing why we need intercultural churches and how we can move in the right direction. Rev Dr Israel Oluwole Olofinjana's keynote speech subsequently had more than 600 views online.



Financial review

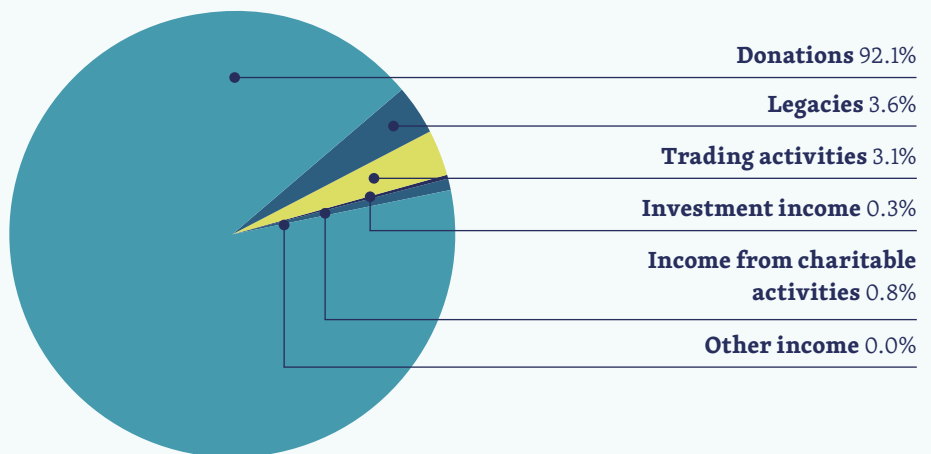
“Rejoice always, pray continually, give thanks in all circumstances; for this is God’s will for you in Christ Jesus.”
– 1 Thessalonians 5:16–18

INCOME

£2,590,073

up from £2,518,612 last year

In a challenging year, we maintained our income thanks to our charitable trust partners, offset by limitations in renewals and appeals due to the cyber-attack.



EXPENDITURE

£2,761,442

up from £2,470,471 last year

Income generation 1.3%

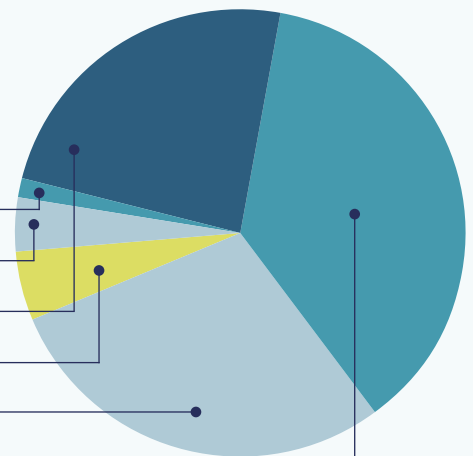
Fundraising & publicity 4%

Property & IT projects 4.8%

Communications & membership 28.9%

Unity & mission initiatives 37.1%

Advocacy initiatives 23.9%



We increased our expenditure in line with our strategic objectives: increasing the staff team, improving pay scales and launching great initiatives, such as the *Talking Jesus* report and unity tours.

Terms & conditions and how to apply



Role:	Scotland associate (Graduate Scheme)
Location:	Glasgow, Scotland
Pay:	Real Living wage, currently £12.00/hour, equates to £252.00/week paid monthly and will vary according to the pay period
Hours:	21 hours (three days) per week
Contract type:	Temporary 37-week contract, to include 10.5 days holiday, some of which must be taken during the Christmas break
Dates:	9 September 2024 – 23 May 2025
Closing date:	9.00am, Monday, 3 June 2024
Interviews:	Likely to be between 10 and 21 June 2024 in Glasgow or online

To apply, either download the [application form](#) and email it to c.macdonald@eauk.org or complete our [online form](#). There are two posts in Scotland, but you only need to apply once.

The application form involves submitting some general background information and then using the two pages at the end to demonstrate the experience, skills and abilities listed above.

Please include in these pages a response to the following questions, bearing in mind the experience, skills and abilities we are looking for.

1. What do you think you can bring to the role?
2. What would you like to achieve through the Graduate Scheme?

3. What is your dream for Scotland?
4. Describe yourself in five words.

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

All applicants must be committed to the basis of faith, vision and ethos 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.