



## Applicant Pack

# FAITH IN ACTION PROJECT WORKER



Dear applicant,

Thank you for downloading this applicant pack; we are delighted that you are interested in the Faith in Action Project Worker role with SCM's Faith in Action project! Inside this pack you will find more information about the role and how to apply, as well as an introduction to SCM as an organisation and the aims of the Faith in Action project.

We are looking for a recent graduate to spend a year working with us to help us to continue to build on the work of the Faith in Action project. You will need to show, in addition to the skills and experience listed in the person specification, a certain something that shows us that your values align with our values, and that you share our commitment to safeguarding. As a student-led organisation, we are looking for someone who is invested in and excited for the role SCM can play in supporting Christian students in Higher Education, as well as recent graduates.

At its heart the post is one of community organising, to equip students to put their faith into action, as well as contributing to the work of the wider staff team.

We particularly welcome applications from disabled, Black, Asian and Minority Ethnic and LGBTQ+ individuals who are currently underrepresented in the organisation. Due to the nature of this role and the responsibilities of the successful post-holder, a genuine occupational requirement to be a committed Christian is in place for this role in accordance with the provisions of the Equality Act 2010.

For an informal discussion about this role contact Revd Naomi Nixon, CEO, by emailing [naomi@movement.org.uk](mailto:naomi@movement.org.uk).

We look forward to receiving your application!

The SCM Team

# ABOUT US

Our vision is of SCM as a **generous community**, expressing a lived faith in Jesus Christ where social action meets prayerful devotion. We seek to be both a **radical voice** for equality and justice, and a **safe home** for progressive Christian students.

## Aims

Our work is based on four aims that express the values of our progressive faith:

- Creating Community
- Deepening Faith
- Seeking Justice
- Celebrating Diversity

## Mission

To work towards our vision and aims we will:

- Create, support, and sustain inclusive communities where students can find a place to be and belong.
  - Offer resources and the space to grow at university and beyond as thoughtful disciples.
  - Challenge injustice and exclusion, locally and globally, inspiring students to express Christian faith through social action and to develop as passionate activists.
  - Create leadership opportunities throughout the movement, equipping students to become progressive leaders in the Church and the world.
  - Explore progressive faith with each other, world and neighbour, creating socially engaged and scripturally rooted radical theologians.
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The Student Christian Movement came into being in 1889 as a loose network of students dedicated to missionary work overseas. It rapidly broadened its aims and membership to become the largest student organisation in Britain. The values of inclusiveness, radicalism, and an open and challenging approach to the Christian faith were as important in the early days of the movement as they are now.

The movement today is made up of a network of communities and individual members across Britain, as well as Churches and Chaplaincies. Each SCM community is different, but students can expect to find a warm welcome as well as activities including bible study, prayer, campaigns and social action, talks, discussions, and socials. As a national movement we come together at regional and national events to learn more about our faith and spend time as a community. We take action on issues of social justice chosen by our members.

The British SCM is part of the World Student Christian Federation (WSCF) which brings together more than two million Christian students around the world.

As a student-led movement, SCM's decision making body, known as General Council, is made up of students and recent graduates. Members of General Council are elected by the membership at the AGM each year, and serve for a two year term.

General Council is the group that makes sure that all of the different parts of the movement fit together, representing the members of SCM and influencing areas of SCM's work. Some members of General Council are also the Trustees of SCM.

Decisions are made by GC in the following areas:

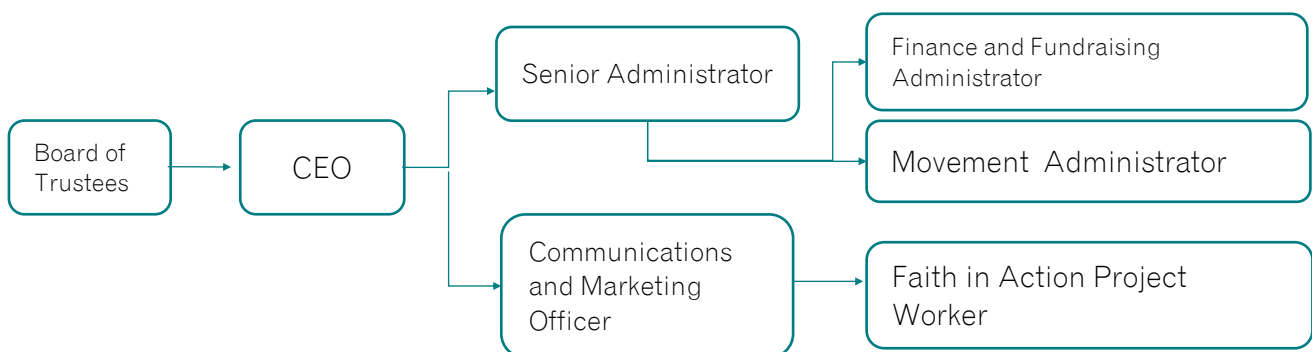
- Setting the strategic plan and ensuring that the charity is well run
- Recruiting and managing staff
- Setting budgets and monitoring finances
- Working with national and global partners
- Creating organisational policy.

General Council are supported by an advisory board called the Council of Reference. The Council of Reference provides advice to the trustees on matters such as strategy, finance and staffing, and is made up of volunteers, some of whom are former members of SCM.

The day to day running of SCM is delegated to the staff team. Most of the staff are based in the SCM office in Birmingham, though most work from home for part of the week.

Staff work to support students, local SCM communities, chaplaincies and churches by running events, offering training, and providing resources and advice. The staff team also fundraise to support the work of the movement and look after the day to day administration of the charity.

## Organisation Structure



# ABOUT THE PROJECT

The Faith in Action project is run in partnership with Project Bonhoeffer, a small charitable trust which aims to continue the impact of Dietrich Bonhoeffer's life and ideas by helping young Christians put their faith into action and create a more just world.

It all began in 2012, when Project Bonhoeffer shared with SCM a vision that Christian students in Britain would have a greater awareness and understanding of Bonhoeffer's radical approach to faith and discipleship, and its implications for Christian living in the modern world. Initially an internship scheme was created, and SCM members were invited to apply to spend 12 months focusing on a specific area of concern while sharing their reflections on their experience with the movement. To build on the work of the interns, from 2015 the project has employed Project Workers to integrate Faith in Action into SCM's core activities, particularly at a local level through working with communities and members.

The project has helped to run over a dozen campaigns focused on everything from Food Poverty to Peace, had a hand in the employment of 15 SCM staff members, and had an immeasurable impact on thousands of students through blogs, resources, and relationships. All of this is bringing to light many 'Bonhoeffers' of today negotiating the implications on Christian living in the world.

In 2021 we began developing the Faith in Action project as a graduate scheme, employing two graduates per year to work on the project, one to lead on theology bringing a depth of learning and theological reflection, and the other to be a campaigns lead, taking us always back out into the world to make a difference. Now moving forward as a combined theology and community organising role, the Faith in Action Project Worker will equip our members, and students beyond SCM, to become theologians and campaigners, putting their faith into action to change the world.



# AIMS AND OBJECTIVES

Aim 1: To increase the understanding of Bonhoeffer's approach to faith and the meaning of Christian Discipleship amongst students and recent graduates.

Objectives:

- By running Faith in Action theology workshops with SCM groups and online, focusing on Bonhoeffer and his contemporaries.
- By developing other resources to broaden students' engagement with different types of theology and contributing to other SCM projects such as Affirming Christianity where appropriate.
- By promoting Faith in Action resources with SCM communities and the wider movement.
- By supporting SCM discipleship groups such as the Trans\* Theology Group and others.

Aim 2 - To enable students and recent graduates to reflect theologically on their experience of life, work and study, and live out their faith in action.

Objectives:

- By developing resources on discipleship, exploring study and work and the role that faith can play in these.
- By developing the SCM podcast to create opportunities for students to discuss the themes of vocation and discipleship, to enable them to discuss 'Faith in Action' more broadly with their peers.
- Encourage and resource students to engage in Theological Reflection through using the journal, the podcast and at events.
- By encouraging students and graduates to share their reflections on their work and study and their efforts to live out their faith through blogging, writing for *Movement* magazine and contributing to SCM's social media and podcast.

Aim 3 - To develop the skills and confidence of students and recent graduates to challenge the structures of injustice and be leaders of social and political transformation.

Objectives:

- By facilitating collaboration between SCM communities locally and regionally, including with members not connected to a local SCM Community, and delivering workshops to discern campaigns focuses and inform resource creation.
- By promoting and facilitating opportunities for students to participate in nationwide campaigns activities such as vigils, pilgrimages and protests.
- By creating training resources for students and SCM communities to equip them with the skills that they need to be agents of change.
- By seeking opportunities to work in partnership with other organisations to bring about change locally, regionally and nationally, and promoting the Social Action Directory.
- By increasing students' confidence to challenge injustice through sharing success stories and student reflections on taking action through the SCM blog, social media and *Movement* magazine.

# ABOUT THE ROLE

- **Job title:** Faith in Action Project Worker
- **Responsible to:** Communications and Marketing Officer
- **Remuneration:** £24,274 (pro rata)
- **Hours:** 21 hours per week
- **Location:** Flexible - home based or Birmingham.
- **Contract:** 12 months, on completion of a three month probationary period
- **Holiday:** 34 days per year (pro rata) plus closure days over the Christmas period
- **Other benefits:** Enhanced sick pay, paid leave for dependents, pension contributions, mentoring, hybrid working (a mix of home and office based working).

The responsibilities of the project worker centre around inspiring students to come together in community and helping them to deepen and act on their faith together.

A theologian to make other theologians, the project worker will provide the framework for students to be able to reflect theologically on their life and modern Christian Living. They will be responsible for growing the breadth of SCM's Faith in Action resources, and discovering new ways of connecting with the current membership via the trends of social media or engaging in face-to-face reflections.

An activist to make other activists, the project worker will coordinate social action for SCM, engaging the membership in social justice projects that maximise our impact in society and the world. They will work to build relationships between SCM communities and members to equip students with the skills they need to become faith-filled agents of social and political change and lead them in theological reflection to discern their involvement in local and national campaigns. The project worker will also work to develop relationships with other Christian social justice and campaigning organisations to create opportunities for students to put their faith into action

The role will require some travel within Britain, as well as regular visits to the office in Birmingham which may also include an overnight stay. All reasonable expenses for travel and accommodation will be reimbursed. Some evening and weekend work may be required for which time off in lieu will be given.

## Safeguarding and Safer Recruitment

The Student Christian Movement is committed to safeguarding and ensuring the welfare of children, young people and vulnerable adults, and expects all employees to share this commitment.

The suitability of all prospective employees will be assessed during the recruitment process in line with this commitment.

Any job offer will be subject to the completion of safer recruitment processes including a DBS check.

# Faith in Action Project Worker

## Job Description

The main duties of the role include:

### *Workshops*

- Facilitating collaboration between SCM members and communities locally and regionally, visiting them to speak and run workshops, resourcing them to explore social justice issues from a faith perspective and supporting theological reflection providing resources and modelling reflective practices.
- Creating opportunities for students to be inspired by Dietrich Bonhoeffer's life and teachings, as well as to help them develop in their own discipleship.
- Developing and delivering training with students to equip them to be agents of change rooted in their Christian faith.

### *Campaigns*

- Promoting and facilitating opportunities for students to participate in nationwide campaigns activities such as vigils, pilgrimages and protests.
- Taking the lead on coordinating SCM's campaigns activities alongside other organisations, volunteers and other staff.

### *Partnerships*

- With the CEO, seeking opportunities to work in partnership with other organisations to bring about change locally, regionally and nationally, and promoting the Social Action Directory.

### *Content generation*

- Encouraging students to share their experiences in a variety of mediums to reach a contemporary student audience, for example through SCM's Movement magazine, the SCM podcast, and on TikTok.
- Working with the Comms and Marketing Officer to create video and other content for social media to promote the work of SCM, show behind the scenes of events and workshops, and educate on relevant topics.

### *Team*

- Working with other members of the SCM staff team to provide content for social media and marketing, and to plan and run events.



## Person Specification

The ideal candidate will be able to demonstrate the following:

### *Education and Training*

- Study of Theology or a related discipline.
- Certificate in Campaigning or similar is desirable.
- Educated to degree level.

### *Knowledge and Experience*

- An understanding of Bonhoeffer's approach to faith.
- Knowledge of community organising principles or experience of facilitating collaborative activities (desirable).
- A good understanding of student Christianity.
- Experience of engaging, and working with, people from a wide range of backgrounds.
- Experience of facilitating workshops, bible studies or other reflective activities for small groups.
- Experience of using social media and digital tools to engage people and encourage participation.
- Experience of recording and editing podcasts or similar (desirable).
- Experience of planning and/or running events (desirable).
- Experience of networking and working in partnership with organisations (desirable).

### *Skills and Abilities*

- An ability to speak confidently in public.
- An ability to inspire and encourage others to get involved.
- Excellent oral and written communication skills.
- Good IT skills, including the use of SharePoint and Teams.

### *Attributes*

- Graduated within the last five years.
- A thoughtful, personal Christian faith and a willingness to share that faith with others.
- A willingness to work flexibly and collaboratively as part of a small team.
- A willingness to work some irregular hours, including evenings, weekends and possible overnight stays.
- Sensitive toward people of all Christian traditions, those of other faiths and those of no faith.
- In sympathy with SCM's aims and values, including the ability to work inclusively with people regardless of age, disability, denomination, gender, ethnicity, sexual orientation, socioeconomic background or belief.
- Committed to the safeguarding of children and adults at risk of harm.

# HOW TO APPLY

For an informal conversation about this role please contact Naomi Nixon, CEO, by emailing [naomi@movement.org.uk](mailto:naomi@movement.org.uk)

If you wish to apply, please download an application form from our website at [www.movement.org.uk/vacancies](http://www.movement.org.uk/vacancies)

Applications should be submitted electronically **in Word format** by email to [applications@movement.org.uk](mailto:applications@movement.org.uk) before the closing date and time. CVs will not be accepted.

Closing date for applications: 12 noon, 17th July 2025

Interviews to be held: 24th July 2025

Start date: 1st September 2025



The Student Christian Movement is a registered charity in England and Wales, number 1125640, and in Scotland, number SC048506.