

SERVING IN MISSION UK

# APPOINTMENT OF UK COUNTRY DIRECTOR

No one should live and  
die without hearing  
God's good news

**SIM**  
Serving In Mission UK



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# LETTER FROM THE CO-CHAIRS

*Jonny Dyer & David Thompson*

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Dear potential candidate,

Thank you so much for expressing your interest in being appointed as the next UK Country Director of Serving in Mission (SIM UK). This is a wonderful opportunity to serve a mission agency dedicated to fulfilling Christ's great commission in, to and from the UK. We hope you find the information in this pack useful and inspiring.

The world of mission is changing fast so in response, in 2021, the Trustees approved an exciting and bold new strategy. At its centre, our vision remains to work hand in hand with evangelical churches to send and receive gospel workers who are equipped for cross-cultural mission wherever people live and die without hearing God's good news.

This strategy has been well received by supporters, some work has commenced but there is a long way to go. As an organisation, we are going through a period of change as we respond to the needs that are before us. Deploying this new vision effectively requires courage, bold approaches, hard work and time to accomplish.

Our new UK Country Director will be able to build upon the work already underway and there will be much to do in



reorganising SIM UK, leading the continued development, evolution and implementation of our strategy.

The UK Country Director will be a mature Christian in sympathy with our core values. They will display strong character and honesty. Everything they do will be grounded in prayer and they will have a clear sense of God's calling.

We are seeking a dynamic leader, with proven leadership and excellent communication skills, to work with the Trustees in responding to the need that God has placed before us.

This document provides you with further information about us, and the type of individual which we are seeking. It is of course impossible to fully describe everything, but we are here to answer any questions you might have.

If you feel that God is calling you to serve Him in this role with SIM UK we would love to hear from you.

Yours in Him,

Jonny Dyer & David Thompson  
Co-Chairs of the Board of Trustees

**SIM**  
Serving in Mission UK

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## ABOUT US

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We are the UK branch of SIM, an international organisation with more than 2000 missionaries serving in over 70 countries. Wherever we serve, we cross barriers to proclaim the crucified and risen Christ, showing love and meeting needs.

Working hand in hand with UK churches we send and support over 150 gospel workers around the world, committed to making disciples who will trust and obey Jesus and become part of Christ-centred churches. They work across every inhabited continent including many parts of East and South Asia, the Middle East, Africa and South America. We are committed to bringing more mission workers into the UK and equipping churches at home to do the things they send missionaries to do overseas.

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## PURPOSE AND MISSION STATEMENT

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**Convinced that no one should live and die without hearing God's good news, we believe that he has called us to make disciples of the Lord Jesus Christ in communities where he is least known.**

Therefore, compelled by God's great love and empowered by the Holy Spirit:

- We cross barriers to proclaim the crucified and risen Christ, expressing his love and compassion among those who live and die without him
- We make disciples who will trust and obey Jesus, and become part of Christ-centred churches
- We work together with churches to fulfil God's mission across cultures locally and globally
- We facilitate the participation in cross-cultural ministry of those whom God is calling

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## SIM UK VISION STATEMENT

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We work hand-in-hand with evangelical churches to send and receive gospel workers equipped for cross-cultural mission wherever people live and die without hearing God's good news.

Compelled by God's love and empowered by God's Spirit, in the next five years, we want our gospel worker numbers to increase to 300 long-term workers serving existing ministries.

We do this by:

- developing and promoting opportunities for churches to send and receive cross-cultural gospel workers to places where people will otherwise live and die without hearing the good news about Jesus
- envisioning and enabling churches to engage prayerfully in God's mission to the nations through multi-cultural gospel outreach, compassion and discipleship, both locally and globally
- training and supporting missionaries so that they are helped to practice integrated biblical discipleship as they proclaim and promote God's word where there is no witness
- We work to see gospel workers worldwide wherever there is no gospel witness.

More information can be found at [www.sim.co.uk](http://www.sim.co.uk)



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# OUR VALUES

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As a community of God's people, our core values underpin all that we do in serving Him:

a. Committed to Biblical Truth

We are committed to biblical truth and joyfully affirm historic, evangelical Christianity. With courage, we declare to the nations the good news of new life in Jesus Christ.

b. Dependent on God

By prayer and in faith, we depend on God for the provision of all our needs. We will demonstrate diligence, integrity, sharing and accountability in cultivating and using the resources God provides.

c. People of Prayer

Prayer is foundational in our life and ministry. By prayer, we praise God, seek his direction, request resources and call upon the Holy Spirit to empower our ministries.

d. Mission-Focused

We are committed to the urgent and unfinished task of making disciples of Jesus Christ in all nations. In doing this we desire to work in loving, trusting, interdependent relationships with churches and other partners who share our vision.

e. Church-Centred

We are committed to being a mission that nurtures and equips churches to be the expression of Christ in their communities and to reach out with cross-cultural missionary vision and action.

f. Concerned about Human Needs

We humbly acknowledge that the ultimate human need is to know God. We also believe he has called us to compassionate, holistic service in this broken world by alleviating suffering, fostering development and effecting change in society.

g. A Christ-like Community

We desire to be a transforming community dedicated to becoming like Christ in love, servanthood, holiness and obedience to the Father. We believe that following Christ's example means sacrifice, sometimes hardship and perhaps even death.

h. A Learning, Growing Community

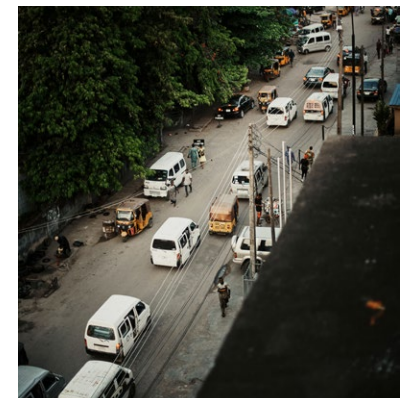
We believe in the worth and giftedness of each person in Serving In Mission (SIM) and of those we seek to serve. We practise the giving and receiving of discipleship, life-long learning, consultative leadership, mutual development and training as enduring disciplines.

i. Strengthened through Diversity

We are intentionally interdenominational, international, and multi-ethnic. We believe this expresses the unity of the body of Christ in the world. We believe we will be more effective in ministry as we incorporate the richness of cultural diversity in SIM and celebrate our oneness in Christ.

j. Responsive to Our Times

We will respond with creativity and courage to evolving needs and opportunities under the guidance of the Holy Spirit. To be effective and relevant, our ministries, priorities and structures are subject to ongoing evaluation and adaptation.



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# OUR IDEAL CANDIDATE

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The characteristics which we will look for in an ideal candidate are:

## 1. Humility

We are a talented team with talented individuals, but it is never all about us. We work for God and for each other. We want to use our talents for good. No job is “beneath us” and no task is too small. We are servant-hearted, keeping our feet grounded and thanking God for our blessings.

## 2. Passionate for God’s Word, Kingdom and Mission

This is not just “a job.” We perform our roles to the best of our abilities because we are passionate about what we do. We want to be the best we possibly can be, and make our team proud so that we can impact many with the gospel.

## 3. A Leader with a can-do attitude

We inspire others with our positive influence. When the task ahead looks hard, we roll our sleeves up to get the job done. We focus on solutions. We take responsibility and ownership of problems. We are flexible, courageous, culturally and globally aware.

## 4. Pastoral

We care about our colleagues and those we serve. We display empathy and are a good listener. We are not afraid of hard decisions, but we want every decision we make to be seasoned with grace and grounded on our love and care for others.

## 5. Honest

We are honest and transparent. We tell the truth, and don’t hide things, even when it costs us. We are accountable to God, to each other, to our supporters, and to the individuals we serve.

## 6. Faith-filled

We are God-fearing. We don’t claim to have all the answers, but we passionately want to live out our faith. We pray together, we encourage each other and seek to build each other up in our faith. Exhibits a servant’s heart and authentic spiritual leadership.

## 7. Encouraging

We go out of our way to build each other up and encourage each other. We seek to develop others and to bring out the best in each other. Empowering others is at the heart of everything that we do.

## 8. Flexible with a visionary outlook

Not stuck in one direction but able to respond quickly and adapt to changing circumstances. Able to flex style of leadership to suit different circumstances.

## 9. Good communicator

Able to present clearly, concisely and effectively and with impact. The above may seem a daunting list but in everything we do we rely upon God to equip us for the role into which He has called us.

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# ROLE DESCRIPTION

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The UK Country Director will report to the Trustees through the Co-Chairs. They will provide visionary leadership and motivate their staff, evangelical churches, supporters and volunteers to deliver the vision for our ministry.

The UK Country Director is primarily accountable to the Trustees. They will work within the governance arrangements established by SIM International including oversight from the Regional Director Europe.

This role will lead a small staff team of a mixture of full-time, part-time and volunteer individuals. The administrative headquarters is based in Histon, Cambridge with a number of staff working remotely around the country and in Northern Ireland where SIM UK also has a small office. Attending the Cambridge office will be a requirement although consideration will be given to some agreed pattern of limited remote working.

This role will provide regular communication and support to the SIM UK missionaries, either overseas or in the UK. The role will also include participation with SIM International, SIM entities in Europe and further abroad.

The UK Country Director will ensure SIM UK acts at all times within the policies and procedures established by SIM International. The role will oversee SIM UK governance and compliance, ensuring that all its legal and regulatory requirements are fully met.



SIM UK Staff

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# ROLE DESCRIPTION

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## The UK Director will:

1. Be committed to both sending and receiving people for mission, understand and articulate the demands in mission for the next 3 years and beyond.
2. Support our members, staff and volunteers in their gifting and discipleship.
3. Lead the UK staff team where all can make a valuable contribution to the overall role of the team, to its vision and values.
4. Lead the implementation and continual development of our strategy.
5. Ensure good governance and accountability in compliance with statutory regulations.
6. Possess pastoral gifting, and be an inspiring communicator. Will motivate and encourage people in mission, reflecting the vision and values of SIM UK.
7. Deal with problems as they arise, (decisive) and ask for help and advice from staff team and Trustees.
8. Travel to visit missionaries in the UK and overseas to provide support.

## The direct reports of the Country Director will be:

- Head of Finance
- Head of Mission Personnel & People Care
- Head of Operations
- Head of Communications and Engagement
- ENGAGE Coordinator
- Executive Assistant



SIM Mission Workers



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# PERSON SPECIFICATION

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This position is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010. In addition, in accordance with SIM policy, it is a requirement that the holder will have completed the membership process of SIM. If not already a member the appointment will be made on a provisional basis subject to successful completion of the SIM member application process, further details of which can be provided.

## Essential

1. Calling and statement of faith  
Believing that God has called to serve Him through SIM UK, will affirm the statement of faith of SIM; commit to live out the Core Values of SIM and abide by the SIM mission policy.
2. Commitment  
Commitment to disciple-making and seeing mission workers live as true disciples of Jesus Christ.

## 3. Experience and skills

- An inspirational leader who enables teams and individuals to flourish and foster an inclusive culture of spiritual discernment and prayer ensuring that individuals are encouraged in their walk with God through regular prayer and bible reflection
- Demonstrated experience in setting vision, developing and delivering strategy.
- An ability to build trust and maintain healthy partnerships with churches and other mission organisations and build strategic relationships.
- An effective communicator, able to inspire, motivate individuals, and promote the profile of SIM to a wide variety of audiences.

## 4. Management and administration

Able to delegate effectively ensuring the efficient, effective and sustainable running of SIM UK through good governance, financial management and compliance with all UK regulatory requirements. Financially literate.

## 5. People

A team leader providing excellent pastoral care to all UK members, staff and volunteers, and adherence to SIM UK People Policies and Practices. Passionate about the development of our people

- ## 6. Cross-cultural experience
- Relevant experience and an ability to work collaboratively with people of diverse cultural and experiential backgrounds, and in cross-cultural relationships.

## Desirable but not essential

- Working knowledge of at least one other language used in SIM.
- Experience in a leadership position within SIM.
- Experience or qualifications in administration and/or general operations.
- Formal theological training is desirable but not essential.

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# TERMS OF APPOINTMENT

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The role is full-time and permanent, subject to SIM membership status. A willingness to be flexible in working for some weekends, and outside of normal agreed working hours will be required. We also welcome applications from people who would like to do the role on a job share basis.

SIM UK will consider some agreed pattern of limited remote working, and flexible working patterns, though it is considered that regular physical attendance (for an agreed number of days each month) at the SIM offices in Cambridge will be required.

The UK Country Director will be expected to travel across the UK and Ireland to meet with churches, supporters, members, and volunteers. He/she will also represent SIM UK at meetings, conferences, etc. with mission partners. The post holder will also be expected to be able to travel to visit UK members serving overseas and to attend gatherings of SIM globally.

The salary is open to negotiation subject to skills and experience.

Annual leave entitlement is 25 days per annum plus 8 statutory bank holidays, Christmas Eve and 3 days between Christmas and New Year.

SIM UK operates a pension scheme that meets the requirements of UK legislation and which you will be enrolled into, subject to you meeting the eligibility criteria. Eligibility for other benefits will be discussed with the successful applicant.

Further particulars of the above can be provided upon request.

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## HOW TO APPLY

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You should first of all register your interest in applying by email to [angeline@sim.co.uk](mailto:angeline@sim.co.uk).

Applications should then be sent by email to [angeline@sim.co.uk](mailto:angeline@sim.co.uk). The **closing date for applications is 5pm on Friday, 19th January 2024**. All details will be held in strictest confidence.

Your application should enclose:

1. A cover note of not more than two pages long setting out why you believe God has called you to be interested in this role and why you think you are suited to the position.
2. A full CV setting out your employment experience including full details of roles held, responsibilities and relevant achievements.
3. A completed SIM UK application form which will be sent to you when you register your interest in applying.
4. The names and contact details of three referees to whom SIM UK may contact, with your prior agreement, to seek a reference later in the process. Kindly ensure these referees cover your period of employment and one should be your church leader.

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## THE PROCESS

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All applications will be carefully and prayerfully considered and a shortlist of candidates drawn up. Selected candidates will be invited to interview on a date and a venue to be decided (details will be provided later).

All appointments are subject to the SIM procedures for appointing Country Directors. This includes:

- Consultation with the SIM International Director and the Regional Director of SIM Europe.
- For internal SIM candidates consultation with their current Director (if outside the UK) and their sending office.
- Interviews will be conducted by members of the UK Board of Trustees and the Regional Director of SIM Europe.
- All interviewees will be notified as soon as practically possible of the outcome of the interview and feedback given to those not continuing in the process.
- For the selected candidate the International Director will call for an affirmation vote by members of the International Board of Governors and if affirmed then by SIM UK members.
- If affirmed by SIM UK members the candidate will be informed and an announcement made to the SIM community subject to agreement on terms and conditions.
- If a candidate is not a SIM Member, the SIM membership process will run concurrently with the above process and the individual appointed on an interim basis until SIM membership is confirmed.

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# APPENDICES

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## Statement of Faith

- 1. God:** There is one God who exists eternally in three persons: Father, Son and Holy Spirit. God is the almighty Creator, Saviour, and Judge who governs all things according to His sovereign will and is accomplishing His purposes in creation and in the Church to His glory.
- 2. The Father:** God the Father is the source of all that is good. He initiates creation and redemption, which He accomplishes through His Son and the Holy Spirit.
- 3. The Son:** Jesus Christ, both fully God and fully man, entered history as Saviour of the world. He was conceived of the Holy Spirit, born of a virgin, and lived an exemplary, sinless life in perfect submission to the Father and in loving relationships with others. He died on a cross, rose bodily and ascended to heaven where He is advocate for His people and is exalted as Lord of all.
- 4. The Holy Spirit:** The Holy Spirit makes the work of Christ effective to sinners, giving spiritual life and placing them into the Church. He indwells all believers, empowers them to love, serve, witness and obey God, equips them with gifts and transforms them to be increasingly like Christ.
- 5. God's Written Word:** The Bible, consisting of the Old and New Testaments, is God's written Word, revealing for all peoples His character and purposes. It is the final authority in all matters relating to belief and behaviour. The Holy Spirit moved the human authors of the Bible so that what they wrote is inspired, fully reliable, and without error in all it affirms.
- 6. Salvation:** Christ's sacrificial death, in which He bore the punishment due to sinners, is the only and all-sufficient basis of God's provision of salvation for all people of every culture and age, expressing His love and satisfying His justice. By God's grace the repentant sinner, through trusting alone in the Lord Jesus Christ as Saviour, is put right with God, adopted by the Father into His family and receives eternal life.
- 7. The Human Race:** Humanity is the climax of God's earthly creation, bearing His image, designed for relationship with Him, and being the object of His redeeming love. All people have sinned. This results in guilt, death, and alienation from God as well as the defacing of every aspect of human nature. People are unable to save themselves from sin's penalty and power and from Satan's dominion.
- 8. The Church:** The universal Church is made up of all who have been born of the Spirit. It finds local expression in communities of believers called by God to worship, fellowship, proclaim the Gospel, and make disciples among all peoples, reflect God's character, engage in works of compassion, contend for truth and justice and celebrate baptism and communion.
- 9. The Spirit World:** The holy angels are personal spirit beings who glorify God, serve Him, and minister to His people. Satan is a spiritual being who was created by God but fell through sin. He, along with other evil spirits, is the enemy of God and humanity, has been defeated by the work of Christ, is subject to God's authority and faces eternal condemnation.
- 10. The Future:** The Lord Jesus Christ will visibly return to the earth in glory and accomplish the final triumph over evil. God will make everything new. The dead will be raised and judged. Unbelievers will suffer eternal punishment in separation from God; believers will enter into a life of eternal joy in fellowship with God, glorifying Him forever.

# UK COUNTRY DIRECTOR POSITION DESCRIPTION



**Title:** UK Country Director  
**Reports to:** SIM UK Board of Trustees; Regional Director  
**Direct Reports:** Head of Finance, Head of Mobilisation, Head of Operations,  
Head of Communications & Engagement, Executive Assistant

## POSITION SUMMARY

The role of the UK Country Director is to lead the SIM community in the UK and Ireland as shepherd, servant and steward towards fulfilling the Purpose and Mission of SIM through agreed country vision and strategic ministry direction:

- Developing the ministry capacity
- Investing in the personal growth and spiritual well-being of the mission team
- (Where applicable) As CEO of the registered entity fulfilling necessary legal, directorial and managerial responsibilities in compliance with the constitutional documents of the entity and the policies of the Board/Council
- Effective collaboration with and utilization of appropriate Global/International leaders and other expertise in the development of people and ministries in the country.

## APPROACH

In common with other SIM Leaders, the UK Country Director will be:

- A **catalyst**, bringing added support to team leaders, generating and engaging with the ideas of others, addressing challenges in collaboration with others, addressing gaps in country, team, ministry functioning, and appraising and developing leadership at country levels.
- A **facilitator**, in the appointment of team/ministry leaders, investing in and equipping them for effective ministry, identifying and addressing barriers to pursuing ministry outcomes, and enhancing collaboration.
- A **networker**, creating synergistic networks of team/ministry leaders in the country, regionally and beyond, breaking down silos so that ministries may be integrated for the sake of effectiveness.
- A **coordinator**, establishing synergy and harmony between team/ministry leaders and those who offer services and operational support to the country or teams, stewarding knowledge for the exchange of ideas and experiences, and promoting learning, shared creativity and innovation.

## AREAS OF RESPONSIBILITY

### MINISTRY & VISION

**GOAL:** SIM leaders and their teams fulfilling the Purpose and Mission of SIM as they work out the vision of SIM in their entity/country.

The UK Country Director will work with leaders and their teams to see:

- Workers understanding SIM's vision and strategic ministry direction to ensure the purpose of SIM is met
- The strategic development of ministries in the country through planning, implementation and evaluation in consultation with the SIM UK Board of Trustees
- An ethos of disciple-making and mentoring amongst those they lead and the people that they serve, and a culture of life-long learning and training
- Spiritual vitality ensuring that the Mission ethos of "by prayer" is upheld
- Development of effective multi-ethnic and multi-skilled teams to fulfil the Purpose of SIM and the country vision.

### LEADERSHIP

**GOAL:** SIM leaders (and Board of Trustees) and their team in the UK and Ireland effective in their ministries.

The UK Country Director will work to see:

- Leaders and teams flourishing in effective ministries, with the UK Country Director's active support and oversight through regular communication and visits to engage with them and other personnel
- Those on the team with gifts and potential in leadership identified and encouraged, and the development of environments conducive to leaders
- Good Governance and compliance with UK laws and SIM Policy, Principles and Practice, in collaboration with the SIM UK Board of Trustees
- In collaboration with appropriate expertise in the mission, child safety, security and risk management matters handled well, with coordination appropriate to the situation at the time and location
- Mutual collaboration and support with other SIM countries for the sending and receiving of personnel

### PARTNERSHIPS

**GOAL:** Healthy relationships with churches and other organizations in order to facilitate the spread of the Gospel.

The UK Country Director will work to see:

- Collaborative relationships with like-minded churches and organizations wherever possible
- Healthy working relationships between SIM and the government, local authorities and community bodies
- The development of new partnerships and joint efforts where appropriate to best fulfil the vision of SIM in the UK
- Representation of SIM UK at significant occasions and gatherings, and mobilizing as required

### PERSONAL WELL-BEING AND DEVELOPMENT

**GOAL:** The leader as an example in spiritual life, personal development and well-being, including that of family

The UK Country Director will:

- Invest time and energy in spiritual vitality, and in his/her physical and emotional well-being and that of her family
- Make personal learning and development a priority

## MANAGEMENT & ADMINISTRATION

**GOALS:** Smooth, efficient and sustainable running of SIM UK, team and ministries, with administrative/operational matters dealt with in compliance with local laws, governance and with SIM Policy, Principles and Practice.

The Country Director will work to see:

- Day-to-day management complying with SIM Policy, Principles & Practice covering areas including personnel, child safety, finance, antiterrorism, security, projects, IT, and communications

## FINANCE

- SIM UK Country budgets prepared, monitored and managed in line with the long-term country vision and strategy
- Audit recommendations implemented
- Project proposals reviewed and presented for approval, fulfilling reporting requirements
- Fundraising initiatives supporting the administrative services provided by SIM UK

## PERSONNEL/HR

- Recruitment, selection, etc. of workers (members, associates, staff...) who are a good fit within SIM UK and their ministry role
- Oversight and advice for workers on visa applications, ministry placements and orientation
- Flourishing workers and staff through compassionate supervision and care
- Support for appointees in raising funds from churches and individuals
- Policies in place meeting UK and SIM requirements in the areas of child protection and safety, sexual conduct, risk assessment and contingency planning
- Policies in place meeting UK and SIM requirements for all employment situations, and covering the standards of care laid down in SIM Policy, Principles & Practice

## COMMUNICATIONS, MEDIA AND SYSTEMS

- Communications standards meeting SIM requirements
- All computer systems, including finance and personnel data storage, files, backups and email systems, meeting the SIM requirements and good practice in the context.

## FINANCIAL SUPPORT

**GOAL:** the UK Country Director will be fully supported within the salary pool, or remunerated in any other approved and appropriate manner (e.g. self funded, salary from a business, pension, etc)

- The UK Country Director will invest time in raising personal support and/or project funding.

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# BEHAVIOURAL COMPETENCES

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The competences which will be taken into account may include, but not be limited to, the following:

## Leading the organisation

- Managing change
- Solving problems and making decisions
- Setting vision and strategy, innovating
- Effectively managing the workload
- Concern for excellence and results focussed
- Understanding and navigating SIM

## Leading self

- Displaying drive and purpose
- Increasing self-awareness
- Developing adaptability
- Responsible for own professional and spiritual growth
- Not afraid of criticism or making mistakes.

## Leading others

- Understands needs of others
- Communicating and persuading effectively
- Mentoring and developing others
- Valuing diversity and difference
- Building and maintaining relationships
- Managing and growing effective team

## Leading globally

- Open-minded and flexible
- Cultural knowledge and sensitivity
- Able to deal with complexity
- Resilient, resourceful, optimistic and energetic



SIM Mission Workers