

**Women's Ministry Worker – Addiction
(Full-time/Part-time)**

A Unique Opportunity – to join us as a front-line Women's Ministry Worker on either a full-time or part-time basis.

Hope for Addiction UK was borne out of the ministry of Hope for Glasgow that was established in September 2016 to provide a Christian response to the addiction issues in our city and beyond. Our approach is Christ-centred, promoting total abstinence, and built upon a biblical understanding of addiction.

We offer two main services, our Road to Recovery Day Programme, based in our city centre premises, and our Road to Recovery Evening Support Meetings held in partnership with Gospel churches in Glasgow and throughout the UK.

Our hope for all those who use our services is that they would get CONNECTED to support, enabling them to get CLEAN from all substances and rebuild their lives, and then CONTRIBUTING positively amongst their families, friends, communities, and a Church family.

We are now looking to appoint a Women's Ministry Worker to play a key role in maintaining the valuable work already in place as well as helping Hope for Addiction UK achieve our strategic aims. It is a crucial and exciting time in the short history of Hope for Addiction UK, and through this role the successful candidate will be able to make a difference in Glasgow and beyond.

The Context

Statistically, our deaths are 3.5 times worse than the rest of the United Kingdom and 12 times worse than the European average. For some time, we have been the Drug Death Capital of Europe, and at times the Drug Death Capital of the World.

There are many who are doing good and valuable work in this area but there remains a real lack of a biblical understanding of and response to this issue. There are many who believe the Bible to be true but when it comes to "addictions" they don't allow the Bible to shape their view. There is a great need to redress this balance in our communities and in our Churches.

Terry McCutcheon founded Hope for Glasgow, now Hope for Addiction UK and is our Executive Director. Alongside his team, they have been providing direct services for those who want to break free from addiction issues. Together with the Board of Trustees, we now have an ambitious strategy for the future, reflecting our missional urgency which places a greater intentional emphasis on partnering with gospel churches who want to reach out to those with addiction issues, building their biblical confidence to address these needs in their communities.

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Job Description

Job Title:	Women's Ministry Worker – Addiction.
Reporting to:	Executive Director.
Responsible for:	Ministering to and supporting users of our services in partnership with the existing Women's Ministry Worker, the Executive Director, and the Senior Leadership Team ('SLT').
Location:	Head office, 73 Claremont Street, Finnieston, Glasgow, G3 7JB.

Purpose of role:

Ministering to, and supporting, all users of our services in the day-to-day operational activities of Hope for Addiction UK.

To work alongside the Executive Director and Women's Ministry Worker in building partnerships with the church and other agencies in the promotion and implementation of a biblical understanding of addiction.

Responsibility for:

- Working with the Executive Director and Women's Ministry Worker to assist in the ongoing development of the Road to Recovery Programme – its content, methodology, facilitators, and evaluation – and share in its delivery through group work and one to one support.
- Share in the responsibility for the organisation and facilitation of our evening support meetings.
- Help develop and take an active part in our work with recovery communities in the city.
- Working with the Executive Director, Women's Ministry Worker and SLT in the recruitment of Staff, Volunteers and then take responsibility for line management, including training and development.

- Grow mutually beneficial partnerships with churches and addiction and outreach services to establish a pipeline of participants who will benefit practically and spiritually from the Road to Recovery Programme.
- Contribute to the work of Hope for Addiction UK in monitoring and evaluating the effectiveness of the work, organising, and participating in events, reputation building and as appropriate, supporter communications and fundraising.
- Report regularly on progress against agreed targets.
- Ensure excellent use of the HFA database i.e., it is compliant, supportive of other teams and analysis or interpretation leads to positive action.

Organisational

- Represent HFA at external events, including some Sundays and at conferences each year.

Providing appropriate support for:

- Strategic planning of communications and supporter relations
- Identifying communications opportunities and developing content
- Market research, analysis, intelligence, and reporting
- Business planning and annual financial planning
- Development of relationships with key churches

Expected Standards

Employees are expected to:

- Fully participate in the spiritual life of the organisation including attending regular staff and prayer meetings and Team Training
- Take due care of their own Health and Safety and that of others in their working environment.
- Ensure compliance with General Data Protection Regulation principles and practice.
- Be an advocate for and role model of HFA values.
- Be a committed member of a local church whose leadership are willing to commission you for this role.

Qualifications and experience

Essential

- Training or practical experience in bible handling
- Proven experience of developing and managing relationships with those from an addiction background
- Experience of successfully working collaboratively.
- Experience of facilitating group work

- Knowledge of a biblical understanding of addiction
- Ability to inspire and motivate a team around HFA's cause – sharing the good news of Jesus with those people from communities otherwise unlikely to hear.
- Ability to inspire and motivate individuals to support Hope for Addiction UK, passionately communicating the charity's mission of sharing the gospel with those on the margins.
- Strong verbal and written communicator, with a high level of interpersonal skills
- Educated to degree level **or** able to communicate and rationalise at that level.
- Strong organisational capacity and attention to detail
- Experience of using MS Office/Apple iWork.
- An active Christian faith - *this post carries an Occupational Requirement under the Equality Act 2010.*

Desirable

- Experience of organising events
- Experience of fundraising for a Christian charity and developing resources for Christian audiences.
- Experience in successfully developing a case for support.
- Lived experience of addiction with 2 years abstinence from alcohol and drugs.
- Network of contacts in UK Church.
- In-depth understanding of the UK Church.

OCCUPATIONAL REQUIREMENT

As Hope for Addiction UK are a Christian organisation this post carries an Occupational Requirement under the Equality Act 2010, therefore, the successful candidate must have an active Christian faith.

All employees of HFA are required to sign and abide by the Hope for Addiction UK Statement of Faith and Conduct and to work and behave in a manner which is consistent with the ethos of HFA.

This job description does not form part of a contract of employment.

Some of the benefits we offer you:

- Salary: £23k-27k per annum depending upon experience and on a full-time basis or pro-rata equivalent if part-time.
- 25 days annual leave, plus bank holidays (or pro-rata).
- Maternity/Paternity leave in line with statutory requirements.
- A positive pension scheme with HFA contributing on an escalating scale from 5% non-contributory up to 12.5% contributory. All members can contribute from the date of starting.
- Group Benefits package for all members of staff who work over 20 hours per week.

Additional information and How to Apply

If you are interested in applying for the position, please send us

1. Your CV, which should include: -
 - a. Details of all your work and volunteer experience.
 - b. Your educational history, including any qualifications you have gained.
 - c. Contact details for two referees, your current employer (if applicable) and your Pastor/Minister.
2. A covering letter, which should include: -
 - a. What attracts you to this job.
 - b. A clear explanation of your suitability for this position, using specific examples from your experience.

Your application should reach us by Friday 30th August 2024 – either by post or email to: -

Nicki Adams
Hope for Addiction UK
73 Claremont Street
Glasgow
G3 7JB
nicki.adams@hopeforaddiction.uk

For shortlisted candidates, interviews will be held **week commencing 9th September 2024** (other dates available by prior agreement)

Further details of the interview process and dates will be sent to short-listed candidates.

We may interview applicants before the closing date.

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Statement of Faith

All board members, staff and volunteers are required to uphold the following statement of belief.

- The existence of one, eternal, immutable God, Sovereign, creator, and Lord of the universe, who in the Unity of the Father, Son, and the Holy Spirit, both governs all things according to his will and is accomplishing his purposes in the world and in the church.
- The Bible, as originally given, as the inspired, inerrant, and infallible word of God. Christians must therefore submit to its supreme authority and sufficiency, both individually and corporately, in every manner of belief and conduct.
- The inherent value of all human beings, made by God in his own likeness, and their sinfulness and guilt since the Fall. This has rendered them subject to God's wrath and condemnation, and has resulted in their alienation from his life, suppression of the truth and hostility to his law.
- The Lord Jesus Christ, God's incarnate Son, who is fully God. He was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.
- Salvation from guilt, penalty, and all consequences of sin solely through the work of Jesus Christ – his perfect obedience, penal substitutionary death, bodily resurrection, and exaltation as Lord. He alone is truly God and truly man, the only mediator between God and man. There is salvation through no other person, creed, process, or power. The entirety of a sinner's justification, from beginning to end, is only by his grace alone appropriated through faith alone.
- The necessity and sufficiency of the work of the Holy Spirit for the individual's new birth and growth to maturity and for the Church's constant renewal in truth, wisdom, faith, holiness, love, power, and mission.
- The universal church as the body of which Christ is the head and to which all who are saved belong. Its existence reveals God's ultimate purpose to bring everything together under Christ. It is made visible in local congregations of believers, who are a holy people called to declare the praise of him who saved them, and to proclaim his gracious offer of salvation to those who are lost. The unity of the body of Christ is expressed within and between local churches by mutual love, care, and encouragement. True fellowship between churches exists only where they are faithful to the apostolic gospel.
- The personal and visible return in glory of the Lord Jesus Christ to raise the dead and bring salvation and judgement to final completion. He will grant eternal life to those who have believed the gospel and consign those who have not to everlasting punishment in hell. God will fully establish his kingdom when he creates a new heaven and a new earth from which evil and evildoers, suffering and death will be excluded, and in which he will be glorified forever.