



baptist union
of scotland

APPOINTMENT OF GENERAL DIRECTOR

JOB PACK

CONTENTS

- Letter from BUS Convenor of the Board
- Who We Are: BUS Vision, Aims and Values
- Job Overview
- Key Responsibilities
- Person Specification
- Terms and Conditions
- Next Steps and How to Apply

**November
2025**



WELCOME

Letter from BUS Convenor

Hello,

Thank you for taking the time to explore the potential of the role of General Director of the Baptist Union of Scotland. I hope that this document will encourage and inspire you as you read more about the opportunity to lead our Union at a significant moment in the history of the church in Scotland.

We are looking to appoint a new General Director to lead us in this next chapter, seeing us continuing to achieve our charitable aims, as well as helping to shape and guide the future vision for Increase.

With the support and collaboration of Council, the General Director will shape and drive the vision for BUS, inspiring and leading the National Team while building strong, supportive relationships with churches and ministers across the country. They will nurture a healthy organisational culture and promote good practice, accountable to the Trustee Board.

You will be able to explore more about the organisation and role in this job pack, which captures:

- The vision, aims and values of the organisation
- A detailed description of what we envision the job role involves
- An outline of what we are looking for, including person specification

If you sense that you may be the person God is calling to this role, then we welcome your interest and will look forward to receiving your application.

Blessings,



Stephen Hagan
Convenor
Baptist Union of Scotland

WHO WE ARE

Vision, Aims and Values

The Baptist Union of Scotland is a network of about 155 churches across the length and breadth of Scotland. We are local churches who recognise that if we are to fulfil the commission Jesus has given his disciples, it is better to work together than continue alone.

- We are a relational network who support one another through prayer and encouragement
- We share resources and experience in mission
- We equip and accredit leaders
- We work together to develop vision and ensure legal compliance
- We have existed as a network since 1869, though some of our churches have been in existence since the 1750s.

Vision

Our vision is to see Increase and we are focusing on four strategic priorities:

- *Prayer* – defining ourselves as a prayer network
- *Planting Churches* – investing in new congregations, revitalisations and innovative new churches
- *Developing Pathways* – for training and equipping church planters and evangelistic leaders
- *Younger* - we have an intentional commitment to invest in young people and their active participation in prayer, planting and pathways

The foundation on which we gather is our Declaration of Principle, which states:

- That the Lord Jesus Christ our God and Saviour is the sole and absolute Authority in all matters pertaining to faith and practice, as revealed in the Holy Scriptures, and that each Church has liberty, under the guidance of the Holy Spirit, to interpret and administer His laws.
- That Christian Baptism is the immersion in water into the name of the Father, the Son, and the Holy Spirit, of those who have professed repentance towards God and faith in the Lord Jesus Christ, who died for our sins according to the Scriptures; was buried and rose again the third day.
- That it is the duty of every disciple to bear witness to the Gospel of Jesus Christ, and to take part in the evangelisation of the world.

WHO WE ARE

Vision, Aims and Values

The vision of the Baptist Union of Scotland at this time is summed up in the word *Increase*.

Only a few years ago the vast majority of voices in our country were predicting the inevitable decline of the church and the absolute triumph of secularisation, but we believe God gave us a different word.

By his power God has called us to increase in this generation. This vision is underlined for us in the message from God through the prophet Jeremiah to the Israelite exiles in Babylon: "Increase in number there; do not decrease." (Jeremiah 29:6).

We believe that when the environment is inhospitable and there has been prolonged decline, the good news of Jesus still has the potency to flourish. Since we launched the vision for Increase we have steadily seen a rise in baptisms, church attendance and the younger generations becoming more open to a movement of God.

As a network of churches we are both thankful and hopeful as we look ahead to this new season of God guiding and leading us.

Aims

FELLOWSHIP: To strengthen fellowship among Baptists and with all who confess Jesus Christ as Lord by means of local churches, networks, conferences, Assemblies and publications; also by participation in wider Baptist groupings and interdenominational activities

MISSION: To support and extend Christ's mission both at home and overseas through evangelism, church planting and caring ministries, including the relief of poverty and the benefitting and enhancement of the communities in which churches are situated.

SUPPORT: To offer support in maintaining and developing the work of the churches through accredited and grant-aided ministries, financial assistance with church buildings and expert help in all areas of church life.

CO-ORDINATION: To discern God's will and act together in matters of common concern relating to the life of the Union and the state of the nation.

BAPTIST WITNESS: To bear witness to Baptist principles and maintain records of the Union's life and work through study and research, inter-church dialogue, publications and historical archives.

You can find more details about BUS Governance, including information on National Gatherings, Council and Directors on our website [here](#)



JOB OVERVIEW

Role of General Director

Job Title: General Director

Reports to: Board of Trustees

Location: Hybrid: Baptist Union of Scotland, Glasgow office/home, and role related attendance throughout Scotland

Contract: Full-time; permanent

Key Relationships: National Team, BUS staff team, Board of Trustees, Council, Church leadership

Benefits: Generous employer pension contributions and other benefits, including payment of council tax, provision of laptop and mobile phone.



CLOSING DATE

12pm, Thursday 29th January 2026



INTERVIEW DATE

Wednesday 11th February 2026

Interview location tbc



KEY RESPONSIBILITIES

1. To be in agreement with the Declaration of Principle and the charitable objects of the BUS.
2. To be responsible for the outworking of the core purposes and ministry of the BUS, ensuring mission and discipleship is at the heart of the BUS.
3. To prioritise prayer, spiritual growth and personal development.
4. To provide spiritual leadership across the staff team, nurturing faith, personal growth, and a shared sense of purpose.
5. To lead and manage the BUS National Team, providing guidance, mentorship, and support to ensure each member performs at their best.
6. To build, nurture and encourage strong, collaborative relationships with churches and ministers nationwide, including providing support during challenges and facilitating conflict resolution. This will involve extensive travel in Scotland, and occasionally beyond.
7. To ensure that the Union prioritises supporting the growth and unity of the BUS, recognising the diversity of our member churches. Ability to present BUS membership as highly beneficial, encouraging greater commitment from member churches.
8. To serve as the public face of the BUS, representing its vision and values nationally and beyond, e.g. Baptist Union of Great Britain, European Baptist Federation and national government.
9. To provide strategic oversight of the Ministerial Settlement process and the Board of Ministry.
10. To provide strategic oversight of safeguarding, complaints and discipline regarding member churches and ministers of the BUS.
11. To report and be accountable to the Trustee Board, and Council and also to the churches in membership of the BUS through the AGM.
12. To be an executive director and trustee of the BUS, and to work with the Trustee Board to ensure excellence in governance

1. Note: It is an Occupational Requirement under the Equality Act 2010, Schedule 9 Part 1 Paragraph 3 that the post-holder must be a practising Christian.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Character		
Demonstrates Christ-like compassion; treats people with dignity and care.	X	
A lived, growing relationship with Jesus evident in prayerful, Spirit-led decision-making.	X	
Lives under the authority of the Lord Jesus Christ, as revealed in the Holy Scriptures, models biblical wisdom and humility	X	
Integrity and discretion; keeps confidences and owns mistakes.	X	
Servant-hearted leadership that seeks the flourishing of churches and leaders.	X	
Competencies and Experience		
Deep theological knowledge and the ability to apply it pastorally and practically.	X	
Formal theological training	X	
Demonstrated experience as a church leader, with a proven track record of effective leadership, ministry, and community engagement	X	
Accredited Baptist minister		X
Understanding of Baptist life and culture in Scotland, with credibility among churches.	X	
Proven leadership of high-performing people and teams (recruiting, coaching, performance).		X
Track record of setting vision, delivering strategy, and leading change in challenging circumstances.	X	
Stakeholder management: churches, para-church organisations, government, partners, media.		X
Literate in governance issues and able to oversee finance, risk, and safeguarding.		X

PERSON SPECIFICATION cont.

Personal Attributes		
Self-aware and reflective; actively seeks feedback and adjusts.		X
Demonstrates emotional intelligence, with the ability to discern group dynamics and building relationship quickly	X	
Clear, warm communicator (written and spoken) in varied contexts	X	
Collaborative and unifying across diverse theological/cultural contexts.	X	
Ability to create and maintain space for healthy debate and communal discernment.	X	
Maintains calm and clarity under pressure, adapting with resilience in times of uncertainty and transition.	X	
Organised and proactive; plans, prioritises, and implements.		X
Strategic and forthcoming when needed; decisive and accountable.	X	
Other		
Member of a BUS Church (or willing to join one)	X	
Able to spend 2 days a week in the office in Glasgow as well as travelling around Scotland, with frequent weekend working.	X	
Commitment to key BUS decisions and practices including the accreditation of women for ministry and in relation to marriage and sexuality.	X	

TERMS & CONDITIONS

Hours: Full-time, 40 hours per week. This will usually be 9am -5pm but with occasional evening and weekend work, time in lieu will be given.

Salary: £59,907 per annum

Pension arrangements: You will be enrolled as a member of the Baptist Pension Scheme (unless you wish to opt out of this) and the standard contributions into this fund will be made on your behalf. (More information about the Baptist Pension Scheme is available on request)

Life Insurance: Generous life insurance provided within employer contributions to Baptist Pension Scheme

Holidays: 39 days per annum

Next Steps

If you feel this role is something that God may be calling you to apply for:

- For general questions about the role, please email: ruth@scottishbaptist.org.uk
- To apply, submit your CV and covering letter to appointments@scottishbaptist.org.uk by **12pm on Thursday 29th January 2026**.
- Interviews will take place on **Wednesday 11th February 2026** at a location to be confirmed.



APPLY NOW!