

# STATE OF THE UNION

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STRENGTHENING THE BOARD

## Applicant Pack

Non-Executive Expert Advisor (NEEA)  
People



Seventh-day  
Adventist<sup>®</sup> Church  
BRITISH UNION CONFERENCE

# People role

## Introduction

The British Union Conference of Seventh-day Adventists (BUC) operates within the United Kingdom and Ireland (UK and EU). It serves as the General Conference of Seventh-day Adventists (Head Office) in this Territory. Therefore, its remit and part of its mission-focused strategy derives from the General Conference (GC) in the USA.

The BUC also operates as a governing charity of the territory. Therefore, it operates as a Church (strategic only), a Corporation (UK & EU) and a Charity (England and Wales, Scotland, and Republic Of Ireland Charity Law). All 3 strategic areas require attention as it is expected that the BUC and its territory must comply with UK legislation and best practice while being able to provide advice and guidance to the Territory.

The territory includes:

The South England Conference

The North England Conference

The Scottish Mission

The Welsh Mission

The Irish Mission - including Northern Ireland and Republic of Ireland)

## Purpose of the Role

The People role on The BUC board is critical in shaping the organisation through strategic human resources leadership. This position is primarily focused on advising, endorsing, and enabling Board Members to deliver on an HR strategy that seeks to improve The BUC fundamentally through guiding and supporting the HR locally.

## Key Responsibilities:

Acting as a strategic partner within the Board and to the senior management team, the role includes cultivating a positive, inclusive, and high-performance culture, guiding the Board to commit to fostering an environment where employees feel valued, respected, and motivated to contribute to The BUC's success and progression of The BUC strategic plan.

Talent management is a key area of focus for The BUC, with the People role strategically advising on the acquisition, development, and retention of talent to meet The BUC's current and future needs.

This role will also support the successful delivery of effective performance management, best practice processes, providing guidance on its links with learning and development, ensuring that employees feel heard and valued. In addition, this role will guide the exploration of developing a compensation and benefits framework for employees which supports the 'calling' of the ministry.

### BUC Values

Integrity | Respect | Responsibility | Servant Leadership  
Trust & Accountability | Valuing People | Inspiring Hope | Transforming Lives

### The President's Office

Actively fostering diversity and inclusion, the Board Member guarantees that The BUC's practices embrace and uphold a diverse workforce. This is achieved by guiding the Board and providing them with the appropriate strategies to ensure inclusivity and support across the organisation.

## Person Specification

### Skills Required

- Thorough understanding of employment law, remuneration, organisational planning and development, learning and development frameworks and employee relations.
- Ability to act as a change agent, driving organisational change and culture transformation.
- High ethical standards and an ability to handle sensitive situations with discretion and empathy.

### Experience and Expertise:

- Experience on serving on a national board.
- Expertise in HR or a related field, with a proven track record of success in senior People or HR roles.
- Demonstrated ability to lead people-focused initiatives in a complex, fast-paced environment through an HR lens.
- Previous experience in change management and organisational development is highly desirable.

### Education (guidance notes only)

A bachelor's degree in Human Resources, Business Administration, Psychology, or related fields is expected. Advanced degrees such as a Master's in Human Resources Management, Organisational Psychology, or an MBA with a focus on human resources are highly regarded.

Professional certifications such as the Senior Professional in Human Resources (SPHR) or the Chartered Institute of Personnel and Development (CIPD) qualifications are also beneficial.

### Appointment

This role is a fixed term appointment and will be until 2026, which is the end of the current BUC quinquennium.

**Commitment:** Meetings take place quarterly, with committees, and extraordinary meetings taking place outside of these quarterly scheduled meetings.

[Click here to apply for the People NEEA role to the BUC Executive Committee](#)

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