

London City Mission

HR Business Partner

**MISSION**  
**CITY**  
**LONDON**

# introduction

MISSION  
LONDON  
CITY

**London City Mission seeks to serve the church of London in sharing the love of God and the good news of Jesus Christ with the least reached of London.**

The latest census data reports that under 10% of the inhabitants of London's poorest districts attend Christian churches. The poor areas of London are incredibly diverse, in fact London is the most ethnically-diverse city in the world, growing at over 100,000 people a year. We believe that these ethnic groups, often living in the poorest areas of London, are in desperate need to hear the gospel. The world has come to London – we need to take the gospel to the world by visiting homes and going out into the streets of London with the good news of the gospel. Why? Because London needs Jesus!

London City Mission has been faithfully sharing the gospel with the neediest of London for over 180 years. Today, the mission is developing dynamically as the city grows and changes.

Our monthly team gatherings are full of testimonies of how God is working amongst the least reached people of the city, and our deep conviction is that much more needs to be done at this urgent hour for London.

**WE ARE SEARCHING FOR A HR PROFESSIONAL DRIVEN BY THE CONVICTION  
THAT LONDON NEEDS JESUS**

Our HR Business Partners understand this urgency, and provide a high quality, professional and mission-focussed HR service to our Field and Head Office leaders. They partner with our Field leaders to provide quality support to Field staff, understanding the rigours of frontline Christian ministry in an urban context.

# organisational context

MISSION CITY  
LONDON

London City Missionaries build relationships with the people of London and share the transforming love of God in Jesus Christ in order to enable many people to put their trust in Jesus and to join His family, the Church.

Our hope for London is growing as we mature in prayer together. As a missionary team, we gather regularly to share fellowship, training and updates, but the heart of the work is incarnated in London's neediest neighbourhoods: where our missionaries live, work and worship, in partnership with churches in London.

Graham Miller was appointed as CEO ("Chief Servant") in 2013, being the youngest London City Mission CEO since its founder, David Nasmith. A bold and focused new strategy was been agreed five years ago and we are now looking ahead to the next five years. London Still Needs Jesus!



To deliver our aspirations and to see a move of God amongst the poor of London, we have created clear lines of leadership, support and accountability for our entrepreneurial front-line mission teams.

London City Mission currently has an annual turnover of approximately £7 million, which supports the work of approximately 80 front-line missionaries, 40 Mission Associates and 20 short-term placements, as well as our support teams at Headquarters. We are also blessed to steward a housing portfolio of over 200 properties used for missional purposes. This includes a large number of community centres.

London City Mission has strategic clarity, missional urgency and a desire to serve the church in reaching the least reached in London.

We need a **HR Business Partner** to assist the HR Director in leading the HR function to continue to enable this important ministry.

# our values

MISSION

CITY

LONDON

**All of this is done in line with a set of values that LCM have developed to shape the way we work and relate with each other, with the church and with the people and communities and we engage with. Our values are set out below.**

We are passionate about sharing the love of God and good news of Jesus Christ with the least reached in London, and to do this in partnership with churches.

To help us do this, we have developed a set of values which shape the way we work and relate with each other, with the church and with people in the communities we engage with.

**Rooted in Christ:**

Prayerfully dedicated to doing God's will and living His way, according to His word

**Christ-like love:**

Looking not to our own interests but to the interests of others because we are united as brothers and sisters in Christ

**God-glorifying excellence:**

Pursuing the best that we can be to glorify God and serve each other in all we do

**Spirit-inspired perseverance and courage:**

Standing firm, pushing through, paying the price for the sake of Christ and the gospel



# hr department context

MISSION  
LONDON CITY

London City Mission is in the process of considering the next five years with a focus on serving and equipping churches to reach out to the most needy and our missionaries are increasingly required to be leaders and trainers in evangelism.

To enable LCM's ministry, the HR Department needs to be fit for purpose, sourcing and supporting ministry staff and increasing the resilience, health and safety of the organisation's structures, so that LCM staff can flourish. LCM is a diverse organization, with several types of ministries. To do this, the HR Department will be leading:

- The continued promotion of our Christian culture and ethos, based on our four values
- The development and review of our pastoral care strategy
- A review of our HR policies, systems and practices to streamline and ensure user-friendliness
- The management and review of our recruitment process for volunteers
- Christian Leadership Development initiatives.
- Continued development and implementation of our health and safety practices.
- A review of our reward strategy.
- Continued Christ-centred and best practice HR advice and assistance, serving and partnering with front-line Ministry staff.



# statement of faith

MISSION

CITY

LONDON

## LONDON CITY MISSION STATEMENT OF FAITH

As Evangelical Christians we accept the following doctrines which we regard as crucial to the understanding of the faith, and which should issue in mutual love, practical Christian service and evangelistic concern:

- The revelation of the triune God given in the Scriptures of the Old and New Testaments and the historic faith of the Gospel therein set forth.
- The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgement.
- The divine inspiration of the Holy Scripture and its consequent entire trustworthiness and supreme authority in all matters of faith and conduct.
- The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
- The substitutionary sacrifice of the incarnate Son of God as the sole and all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
- The justification of the sinner solely by the grace of God through faith in Christ crucified and risen from the dead.
- The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
- The priesthood of all believers, who form the universal Church, the Body of which Christ is the Head and which is committed by His command to the proclamation of the Gospel throughout the world.
- The calling of all Christian people to a life of holiness and prayer according to the Holy Scripture.
- The expectation of the personal, visible return of the Lord Jesus Christ in power and glory.

# how to apply...

CITY  
**MISSION**

**LONDON**

To apply for the HR Business Partner role, please download the job description from the London City Mission website link:

[www.lcm.org.uk/get-involved/join-our-team](http://www.lcm.org.uk/get-involved/join-our-team)

Please apply using the application form attached to the vacancy on the website and send your application to:

[recruitment@lcm.org.uk](mailto:recruitment@lcm.org.uk)

Please ensure your application reaches the HR Department by closing date: **Wednesday, 20<sup>th</sup> February 2019.**

This recruitment will follow a two-stage interview process:

- First stage interviews will be held on Thursday, 7th March 2019
- Second stage interviews will be held end of March / beginning of April

Shortlisted candidates will be contacted within two weeks of the closing date.