CHIPS Director

Candidate Pack
November 2026



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CHIPS
We take sides. Both sides.

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1 Introduction

Note from the Chair of Trustees



Thank you for your interest in the role of Director at CHIPS (Christian International Peace Service).

CHIPS is an international charity that aims to bring about peace and reconciliation in areas of conflict or tension. We have over 60 years' experience helping communities in the UK, Cyprus, India, the Philippines, Northern Ireland and Uganda. Our current projects are in Northern Ghana and Brixton, UK. We help communities build futures free from violent conflict through practical projects that both tackle the root causes of the division and bring the sides together to build trust and healthy relationships.

Our methodologies are built on the uniquely Christian understanding of peace-making, knowing that Christ's sacrifice reconciled man to God and man to man. We aim to demonstrate this love to the communities we serve and bring healing to the divides.

We go where we are invited, believing that true peace cannot be imposed from the outside. It must be nurtured within communities, by those who are directly impacted by the conflict.

We live in the heart of the conflict, believing that true understanding comes from direct experience. To genuinely grasp the challenges faced by communities in conflict, we must live alongside them in the heart of the conflict area.

We take sides – both sides. Our approach is rooted in the belief that genuine peace comes from fully identifying with each side's experiences, struggles, and pain without immediately offering an alternative view or solution. This deep listening and understanding create the foundation for meaningful relationships.

We are committed for the long-term, believing that true peace requires a long-term commitment to the communities we serve. Peace is not achieved overnight — it takes years of sustained effort to rebuild what conflict has torn apart.

1 Introduction

We believe that when local people are equipped and connected, they can build lasting solutions to overcoming the struggles that they face. Through our work, we aim to build stronger, more connected and resilient communities. This work is founded on the belief that local people know their communities best.

To support our aspirations, we are seeking an experienced, energetic and enthusiastic Director who can lead and continue to grow the organisation. The successful applicant will be tasked with securing the funding to deliver this growth, to communicate our mission and to enable us to continue following Jesus in serving people and communities in a world that continues to need more peacemakers.

This is a special moment to be joining the organisation, as we are currently actively exploring additional new activities. If you feel that this role could be the one you have been waiting for, we would love to hear from you.

Neville Jephcote,
Chair of Trustees

> *CHIPS is an organisation whose confidence belies our size. We join God in His work to bring peace in communities around the world. It's been a really special organisation to be part of that has invested a lot in me and is willing to continue pushing to be better - so that we can support more people in the future.*
>
> **Director**

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About us



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2 About us

Information about CHIPS

CHIPS (Christian International Peace Service) aims to bring about peace and reconciliation in areas of conflict or tension. We have over 60 years' experience helping communities in the UK, Cyprus, India, the Philippines, Northern Ireland and Uganda; with our current projects being in Northern Ghana and Brixton, UK. We help communities build futures free from violent conflict through practical projects that both tackle the root causes of the division and bring the sides together to build trust and healthy relationships.

Our work is underpinned by four philosophies which inform all that we do:

1. We go where we are invited by the community – peace cannot be imposed upon communities in conflict.
2. We live in the heart of the conflict – so our teams can fully understand the challenges faced by the community.
3. We take sides. Both Sides. – we seek to understand everyone's perspective.
4. We are committed for the long-term – sustained peace takes many years to build.

Our methodologies rest on a distinctively Christian understanding of peacemaking: acknowledging that Christ's sacrifice reconciled humanity to God and to one another, we aim to demonstrate that love in the communities we serve and bring healing to long-standing divides.

Our Vision

Our vision is for a world where conflict is met with peacemaking, division gives way to reconciliation, and communities work together to build sustainable peace.

Our Mission

Rooted in Jesus' example of peace and reconciliation, we accompany communities affected by violent conflict, fostering relationships, taking practical action, and building a foundation for lasting peace.

2 About us

Our Work in Brixton, London, UK

Conflict in Brixton is complex. There are the headlines of young people in gangs, but beneath that is a web of complicated connections between estates, families, community members, the police, and statutory services made more fractured due to poverty, discrimination, and gentrification.

CHIPS has been working in Brixton since 2014, developing a range of programmes following the public health approach to combatting serious violence for children, young people, and parents that aim to reduce conflict, build resilience, and strengthen community bonds. Our activities include:

- Youth Experience Club (YEC): Weekly drop-in (term time, Tues-Thurs) for young people aged 10–18, combining recreational activities with opportunities for personal growth.
- Detached Youth Work: Providing a protective presence as well as engaging young people in public spaces.
- Trips off Endz: Excursions outside Brixton to broaden horizons and give young people new experiences.
- One-to-one and group mentoring: Support for those facing significant challenges at home or school.
- Parent support activities: Peer support groups, advocacy, and help navigating services.

All of our work is underpinned by CHIPS' peacemaking ethos - focusing on building relationships, fostering trust, and equipping people with the skills to resolve conflicts non-violently.

Our Work in Nakpayili, Northern Region, Ghana

In the Northern Region of Ghana, longstanding conflict between the Nanumba and Konkomba tribes continues to manifest in disputes over land ownership, power, and identity - some rooted in colonial-era governance. While large-scale violence is now rare, when it does occur it is devastating, leaving communities fractured and mistrustful. Chieftaincy disputes and contested land titling remain enduring flashpoints. Our work recognises that these tensions are not only about individual incidents but the underlying structural issues of resource access, identity and past traumas.

2 About us

CHIPS was invited to the area in 2009. Our activities in the Northern Region (based in Nakpayili village, near Bimbilla, and working across 18+ communities) combine development and peacebuilding. Our team is entirely local and deliberately includes members from the different tribes, enabling trust, credibility and long-term presence. In the past year, we have directly benefitted 3,202 people. Our activities include:

- Animal rearing groups
- Training Community Animal Health Workers
- Savings and Loans (Susu) groups
- Community Credit Union
- Inter-tribe Market Trading groups
- Crop planting
- Beekeeping
- Sanitation and hygiene projects
- Child malnourishment
- Natural medicine
- Peacemaking education in schools

So far our work has focused on using practical activities that meet development needs to build peace between members of different tribes. A recent evaluation by our partners Seek Peace is feeding into a renewed strategy looking at additional causes of the conflict.

Open to Invitations

CHIPS is open to invitations to other areas and we are developing our partnership approaches in order to work in more places, whilst supporting local actors already embedded in the community affected by conflict. We have received a number of invitations and are in the process of responding to some of those that are most appropriate for CHIPS.

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Job description



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Job description

Role details

Role title	Director
Contract	One year fixed term contract with the expectation of extension depending on funding
Salary	£60,000 - £65,000 gross per annum FTE
Hours	Full time 35 hours / Part time (minimum 80% FTE / 28 hours per week)
Start date	March 2027 (open to possibilities before this date)
Location	Hybrid/Brixton (4 days on-site per month). International travel expected at 2 - 3 weeks per year.
Reporting to	Chair of Trustees
Annual leave	33 days annual leave (including public holidays), plus additional leave for length of time with organisation
Pension	5% employer pension contribution
DBS	Enhanced DBS required.

3 Job description

Purpose of the role

This is a really exciting time to join CHIPS as we build on the success of our 60th anniversary celebrations - with deep roots in peacemaking and a fresh vision for the years ahead. For the last few years we have increased our income and activities. We are looking for someone who can steward this organisation to continue this growth and support the organisation from being a small to a mid-size charity.

Responsibilities

Responsibilities include but are not limited to:

Strategic Leadership & Organisational Development

- Lead the implementation of CHIPS' current five-year strategy, ensuring organisational priorities are translated into clear objectives and actions. Our current strategy runs till 2030 so movement towards developing a new strategy will be needed in the coming years.
- Support project teams to develop, implement and update strategies for their respective locations, ensuring these contribute to CHIPS' overall vision and strategy.
- Ensure CHIPS' programmes remain responsive to local needs, rooted in the organisation's peacemaking approach, and aligned with its vision, values and strategic priorities.
- Identify opportunities for programme growth, development and innovation, including potential new locations, partnerships and approaches.
- Identify, assess and manage strategic and organisational risks, ensuring appropriate mitigation measures are in place.
- Lead the ongoing development of CHIPS as an organisation, ensuring its structures, systems and ways of working remain fit for purpose as it grows.
- Foster a culture of learning, reflection and continuous improvement across the organisation.

Programme Leadership & Impact

- Provide strategic oversight of CHIPS' programmes and project teams, including line management of project/team leaders in the UK and Ghana.
- Ensure programmes are evidence-based, needs-led and designed to achieve meaningful and sustainable impact.

3 Job description

- Support project teams to develop high-quality programmes and activities that reflect CHIPS' distinctive approach to peacemaking.
- Encourage innovation and the sharing of learning and best practice across CHIPS' programmes.
- Develop strategic partnerships that strengthen programme delivery, learning and impact.
- Lead the development of CHIPS' Monitoring, Evaluation, Accountability and Learning (MEAL) approach, ensuring the organisation measures its impact, learns from experience and uses evidence to inform future work.
- Ensure appropriate mechanisms are in place for communities and programme participants to provide feedback and influence programme development.

Leadership & Management

- Provide effective leadership and management to CHIPS' staff and volunteers, creating a collaborative, relational and mission-aligned working environment.
- Line-manage staff, providing regular supervision, support, feedback and opportunities for professional development.
- Lead on HR matters, ensuring appropriate policies and processes are in place and followed.
- Lead recruitment and onboarding, ensuring new team members receive high-quality induction, training and appropriate pastoral support.
- Support staff and volunteers to understand and embody CHIPS' values and approach.
- Ensure appropriate structures are in place for staff communication, collaboration and decision-making.

Fundraising & Financial Sustainability

- With the Fundraising and Communications Officer, develop and implement CHIPS' fundraising and communications strategies.
- Lead the development of diverse and sustainable income streams, including trusts and foundations, major donors, churches, corporate partnerships and corporate training.
- Lead CHIPS' corporate training income-generation pathway, developing relationships with potential customers and overseeing delivery and growth of this work.
- Develop and maintain strong relationships with funders and supporters.
- Oversee the organisation's financial management, including annual budgeting, cash flow and financial reporting, working closely with the Treasurer and reporting regularly to the Board.
- Ensure CHIPS maintains appropriate financial controls and works within agreed budgets.

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Job description

External Relationships & Representation

- Build and maintain strong relationships with programme partners, churches, funders, supporters and other organisations.
- Represent CHIPS at relevant networks, forums, events and meetings, building the organisation's profile and influence within the peacebuilding and charity sectors.
- Develop strategic partnerships that further CHIPS' mission and strengthen its work.
- Champion CHIPS' peacemaking ethos through relationship-building, dialogue and bridge-building within communities and across organisational networks.
- Oversee CHIPS' communications strategy, ensuring the organisation communicates its work, impact and Christian ethos clearly and consistently.
- Act as a key spokesperson and ambassador for CHIPS, as appropriate.

Operations & Compliance

- Act as CHIPS' Designated Safeguarding Lead, ensuring safeguarding is embedded throughout the organisation and its programmes.
- Promote a strong culture of safeguarding, ensuring CHIPS' policies, practices and training remain up to date and reflect current best practice.
- Ensure CHIPS complies with relevant legal, regulatory and charitable requirements, including responsibility for developing and maintaining appropriate policies and procedures.
- Oversee organisational risk management and ensure key risks are identified, reviewed and appropriately managed.
- Ensure appropriate arrangements are in place for health and safety, fire safety, data protection and other areas of organisational compliance.
- Maintain oversight of CHIPS' assets, premises, equipment, insurance and other organisational resources.
- Ensure CHIPS' operational systems and infrastructure remain appropriate, effective and proportionate to the organisation's size and needs.

3 Job description

Board & Governance

- Work closely with the Board of Trustees, providing strategic advice and supporting effective governance of the organisation.
- Ensure trustees receive timely, accurate and relevant reports on CHIPS' programmes, finances, organisational performance, risks and strategic priorities.
- Prepare papers and information required for Board and committee meetings.
- Implement Board decisions and ensure agreed actions are followed through.
- Maintain a constructive and transparent relationship with the Chair and individual trustees.
- Support the Board in fulfilling its legal, strategic and governance responsibilities.

Christian Leadership & Ethos

- Ensure CHIPS' work remains rooted in its Christian values, theology and understanding of peacemaking.
- Provide Christian leadership within the organisation, nurturing a culture that reflects the example of Jesus in its approach to peace, reconciliation and relationships.
- Support CHIPS' relationships with churches and Christian organisations.
- Create opportunities for staff, volunteers and others connected with CHIPS to explore and develop their faith, where appropriate.
- Ensure CHIPS remains welcoming and respectful of people of all faiths and none, and that its Christian ethos is expressed without proselytising.
- Lead prayer, Bible studies and other opportunities for spiritual reflection within the organisation, as appropriate.

> *Joining CHIPS has been an opportunity to stretch myself and grow in an environment that goes beyond the extra mile to support me. I have also seen how CHIPS has welcomed new ideas as invitations for it to continue growing, and it has been a privilege to be a part of.*
>
> **Programme Manager**

4 Person specification



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4 Person specification

Qualities and competencies

Essential

- A deep, lived Christian faith, demonstrated through active participation in the life of a Christian church, with a personal commitment to prayer, peacemaking, reconciliation and service to others and a heart for peacemaking, justice, and standing with marginalised communities - An Occupational Requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010
- A deep commitment to CHIPS' Christian identity, mission and distinctive Biblical approach to building peace alongside communities affected by conflict.
- Ability to provide authentic Christian leadership and to articulate CHIPS' Christian ethos with confidence and sensitivity to people of different faiths and none.
- Strong and inspiring leadership skills, with the ability to lead, support and develop a diverse team of staff and volunteers.
- A strategic thinker, able to translate vision and long-term ambition into practical priorities, plans and sustainable organisational development.
- Entrepreneurial and growth-focused, with the ability to identify and pursue opportunities while exercising sound judgement about organisational capacity and risk.
- Excellent interpersonal and communication skills, with the ability to build trusted relationships with communities, staff, trustees, churches, donors, partners and other stakeholders.
- Strong cross-cultural awareness and a global outlook, with the ability to work sensitively and effectively across different cultural, religious and community contexts.
- High levels of personal integrity, emotional intelligence, humility and resilience.
- Collaborative and relational in approach, while able to make decisions and provide clear leadership when required.
- Organised, adaptable and pragmatic, with the ability to manage competing priorities and combine strategic leadership with the hands-on requirements of leading a small organisation.
- Reflective and open to learning, challenge, feedback and new approaches.
- Commitment to dignity, inclusion and non-discrimination.

4 Person specification

Knowledge, experience and skills

Essential

- Significant leadership and management experience within a charity, NGO, social enterprise, church, community organisation or other mission-led organisation.
- Proven experience of leading organisational growth, development or significant change.
- Experience of developing and implementing organisational strategy and translating strategic objectives into effective delivery.
- A demonstrable track record of successful fundraising, income generation and the development of sustainable funding relationships.
- Experience of developing and maintaining strong relationships with donors, funders and supporters.
- Experience of leading, managing and developing staff and/or volunteers, including line management, supervision and performance management.
- Experience of overseeing programmes or projects and maintaining a clear focus on quality, impact and learning.
- Experience of financial management, including budgeting, financial planning and effective oversight of organisational resources.
- Sound understanding of safeguarding and the responsibilities of senior leadership for creating and maintaining a safe organisational culture.
- Experience of organisational risk management and an understanding of the legal, regulatory and compliance responsibilities of a UK charity.
- Experience of working effectively with a Board, trustees or another governing body, including reporting clearly on organisational performance, finances, risk and strategic priorities.
- Experience of building effective partnerships and representing an organisation credibly with external stakeholders.
- Experience of working across different cultural contexts and/or internationally.
- Strong written and verbal communication skills, including the ability to communicate an organisation's vision, values and impact compellingly to different audiences.

4 Person specification

Desirable

- Established networks amongst trusts and foundations, major donors, churches, philanthropists, corporate partners and/or relevant funding communities.
- Experience of successfully diversifying an organisation's income streams.
- Experience of developing earned-income opportunities, social enterprise activity, corporate training or other forms of unrestricted income generation.
- Experience or knowledge of peacebuilding, reconciliation, conflict transformation, international development or community development.
- Experience of developing or overseeing Monitoring, Evaluation, Accountability and Learning (MEAL) or other approaches to measuring organisational and programme impact.
- Experience of building partnerships with locally led organisations and communities in the UK and/or internationally.
- Experience of developing organisational systems, structures and processes to support organisational growth.
- Experience of communications, advocacy or organisational profile-building.

Qualifications

Desirable

- Relevant professional, leadership or academic qualification.
- Evidence of relevant professional, leadership or personal development.

Additional requirements

Essential

- Willingness and ability to travel within the UK and internationally as required
- Willingness to work flexibly, including occasional evenings and weekends where required for CHIPS' activities, churches, supporters and events.

5
How to apply



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5 How to apply

CHIPS is partnering with Charisma Charity Recruitment.

Applications should be submitted through the Charisma website and include:

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role, including the genuine occupational requirement to be a practicing Christian. Please also describe any potential conflicts of interest.

For an informal and confidential discussion about the role, please contact Nick Thomas, Senior Consultant, Charisma Charity Recruitment on 01962 813300 or info@charismarecruitment.co.uk.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion*, sexual orientation, age, veteran status or other category protected by law.

**Due to the nature of the work, there is an Occupational Requirement that the post holder is a practicing Christian under the Equality Act 2010, Part 1, Schedule 9.*

Closing date: Sunday 6 December 2026

Charisma vetting interviews must be completed by Wednesday 9 December 2026

Interviews in person with CHIPS: w/c 4 January 2027

Note from CHIPS

CHIPS would really encourage those with caring responsibilities to apply, we are happy to work with you to find the best working arrangements for you. CHIPS is an equal opportunities employer so we would encourage applications from all demographics of our community. If you meet all the essential criteria, but not all the desirable criteria then still consider applying as you may have additional skills and experience that would be perfect for the role that we haven't identified here.

This role will require a DBS check that will be completed as part of the hiring process. However, a DBS check is the beginning of a conversation and not the final decision.

Applicants need to have the right to work in the UK. CHIPS is unable to sponsor work visas.


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