



The Message Trust Head of the Message in London (Hub Leader)

Candidate Pack
May 2026



charisma
CHARITY RECRUITMENT



About us



Working at The Message Trust

For over 30 years, The Message Trust has been boldly sharing the good news of Jesus Christ with some of the hardest-to-reach young people and communities in the UK and beyond. We work in schools, local neighbourhoods and prisons, and internationally across Europe, Africa and North America, seeing lives transformed through both word and action.

At the heart of everything we do is our people. Our staff team is made up of passionate, committed followers of Jesus who have experienced life change themselves and are driven by a desire to see others encounter Christ and grow into lifelong disciples. When you join The Message, you don't just take on a role – you become part of a mission-shaped family, united by a shared vision to see lives changed for the better.

In recognition of the culture we intentionally cultivate, The Message was named [Best Not-for-Profit Organisation to Work For in the UK](#) by the Sunday Times Best Companies Survey. This recognition reflects not only the impact of our work, but the care we give to those who deliver it.

What we do

Our mission is simple and bold:

To share the good news of Jesus Christ in relevant, creative and transformational ways.

Our work includes:

- [Creative Mission](#) – engaging young people in schools through assemblies, lessons, music and live events, connecting them to local churches and giving them the opportunity to respond to the gospel.
- [Community Transformation](#) – placing long-term teams into challenged neighbourhoods through Eden, running Community Grocery stores to support families, and working in prisons to bring hope and restoration.
- [Christ-Centred Enterprise](#) – offering employment, training and discipleship for ex-offenders and those facing barriers to work through our enterprise businesses.
- [Equipping & Training](#) – raising up and equipping evangelists through initiatives such as Advance Groups and the Message School of Evangelism.

Everything we do flows from a clear Christian ethos and a commitment to serving people from all backgrounds with compassion, dignity and hope.

About us

The Message Trust in London

Across London, we're sharing the good news of Jesus in word and action and seeing lives changed, communities transformed and our capital city impacted by the gospel.

Through our Eden team in west London, Community Groceries, a vibrant enterprise coffee shop in Covent Garden, outreach into schools and prisons, and an exciting programme of youth evangelism and discipleship, we're seeing God transform lives.

As we've stepped out in mission:

- Our creative mission teams have been in front of 25,000 young people in London over the past two years.
- 1,000 young people have been trained to share their faith, off the back of which dozens of Christian Unions have been launched and over 500 people led to Jesus.
- Our prisons team now work with over 100 prisoners each month.
- 800,000 meals have been distributed to Community Grocery members to help them keep their families fed, and as they've shopped they've heard about the love and hope Jesus offers.
- Seven team members on or coming through our enterprise programme.

Ben's story

<https://www.message.org.uk/planting-good-seeds/>



About us



Our Culture & Values

The Message is an inclusive Christian organisation, rooted in faith and motivated by love for people. Our values shape how we work every day: we value integrity, honesty, creativity, teamwork and deep compassion. We strive to foster a supportive, non-judgemental environment where people are encouraged to grow, contribute ideas and fulfil their calling.

A distinctive rhythm of prayer and worship is central to our working life. Each day begins with time set aside for worship and prayer, creating space to grow spiritually as well as professionally. We believe work and faith are not separate – they are deeply connected.

Full copies of our mission & vision statement and our ethos & values statement are available on request or can be viewed online at message.org.uk

If you're passionate about faith, mission and seeing lives transformed, The Message could be the place for you.



Job description



Job title	Head of the Message in London (Hub Leader)
Salary grade	£39,943 - £44,991
Hours	Full time
Responsible to	Head Of Message Hubs - England
Location	<ul style="list-style-type: none">• Hybrid/London/Travel across London (min 3 days onsite)• Monthly Prayers Days at Manchester HQ (travel and hotel expenses paid for)
DBS	Enhanced
Annual Leave	33 days per year (including bank holidays), rising to 35 days after five years
Pension	4% employee contribution with employer contributions making it up to 8%
Other key benefits:	<ul style="list-style-type: none">• Enhanced family-friendly policies, including enhanced maternity and adoption pay• Employee Assistance Programme (EAP) providing confidential 24/7 wellbeing support• Daily prayer and worship, plus monthly Prayer Days• Wellness Action Plans to support mental health at work• Cycle to Work, Techscheme and Electric Car salary sacrifice schemes• Mission trips – up to one week of paid leave per year to serve on a mission trip• Private medical care option after 10 years' service• Staff discounts at Message-owned cafés and through Charity Worker Discounts• Free eye tests and contribution toward computer glasses• Legendary social events, including our much-loved Christmas party

Job description



Summary of the role

This is an exciting role to develop a regional strategy for the Message Trust in London. We are looking for a strategic leader with a breadth of communication skills, and with a proven track record of pioneering new work particularly in partnership with local church.

A person who is strongly self-motivated, confident to take initiative, make decisions quickly and able to inspire others will thrive in this fast-paced role. You will be responsible for developing the team regionally, managing budgets, driving prayer initiatives to fuel the work and raising the profile of the ministry by increasing networks. You will be fully involved in finance and resource raising for the London Hub. You will need a passion for youth engagement, community mission and evangelism with the skills to bring a cohesion to the disparate youth and marginalised ministries of the Message in London. The role holder will be expected to fully embrace the national vision of the Message Trust, whilst simultaneously understanding the context of mission in London and the local expression of the organisation.

You will be responsible for leading the Hub team, encouraging and supporting them as they develop their ministries. You will have experience in staff management and be able to bring the best out of each member of the team. You will be able to balance financial and non-financial objectives, analyse information, make sound judgements, appraise performance and manage risk. The role will be based at SPS House, The Highway, London, E1W 3DH, with regular visits to our flagship enterprise in Covent Garden and will require regular travel across London with some travel in the rest of the UK.

At the heart of the Message Trust's culture is our love for Jesus, effectively sharing the Christian message in words and actions through creative arts, community mission and Christ-centered enterprise and bold gospel proclamation.

Job description



Main duties and responsibilities

1. Strategic Church Engagement

- Support the development and delivery of the regional strategy using intentional and effective tools for engagement, including speaking engagements, event stands, church leader unity meetings, unity gatherings and individual meetings with the view to developing strategic partnerships.
- Map and develop a strategic and comprehensive plan with clear targets to reach and build relationships with churches across denominations, like minded charities and para-church networks throughout London inspiring them with the vision for the work of the Message.
- Promote Message resources and central ministries where it could encourage and equip churches.

2. Networking, relationship building and partnership development

- Build and deepen professional relationships with church leaders, wider church communities across denominations and Christian networks across London.
- Provide information, organisational updates, prayer requests to stakeholders and major donors.
- Invest in relationships and be proactive in building effective partnerships with other organisations, institutions and charities in London in sympathy with the Message's missional aims.

3. Development, recruitment, delivery of targets and line management

- Work closely with the Heads of Hubs – England and national ministry leads to develop a strategy for maintaining and expanding the Message mission across London.
- Supported by the Head of Hubs, set regional targets annually as part of a strategic 3-year plan.
- As the hub leader, ensure the regional London staff, contractors and volunteers are empowered and equipped to deliver activities and objectives within the organisation's strategic goals
- Hold regular team meetings with the London Hub team, making them a time of development, encouragement, prayer and vision.
- Arrange regular line management meetings and peer support, including team building days with all directly reporting staff and contractors. Ensure up to date staff records are kept for HR including job descriptions, role objectives, annual appraisals, recruitment, holidays, disciplinaries and expenses.
- Work closely with HR and the regional Operations Manager to ensure all recruitment and departures from the London team are managed in a timely and sensitive manor.
- Inspire individuals to step into volunteering roles to support the mission of the Message.

Job description



Main duties and responsibilities

4. Fundraising and Financial Control

- Working with Global CEO, UK CEO and Head of Fundraising to develop, create and deliver effective major donor engagement opportunities including London Urban Heroes Dinner, fundraising lunches, evening events and 1-1s.
- Inspire local church leaders, local unity movements, and denominations to financially contribute to proposed development models and strategy through vision events, networking and visiting projects.
- Ensure that appropriate financial resources are secured by drawing up an effective fundraising plan in conjunction with support from the Head of Fundraising and regional Operations Manager.
- With support from Head of Fundraising and the regional Operations Manager, hold and develop relationships with agreed trusts, churches, foundations, and businesses, working effectively to maximize income opportunities for both local and national use.
- Inspire and encourage staff and volunteers in the London team to meet personal fundraising targets.
- Working closely with the regional Operations Manager manage the budget in London across the Message Trust including invoices, income, expenditure and yearly projections.

5. Development of prayer networks

- Starting from a recognition that all regional activity for the Message needs to be undergirded in prayer, develop and maintain a regional prayer strategy which compliments the national strategy for prayer.
- Attend monthly prayer days in Manchester HQ, which are attended by regional staff at agreed dates throughout the year.
- Create, lead and inspire at regular prayer meetings for regional staff, contractors and volunteers. These might be staff meetings and occasional prayer gatherings at hub venue.
- Recruit Prayer Champions; trusted people, committed to praying for the Message in London
- Leading by example, inspire all staff and contractors to prioritise prayer within their respective mission and work.

6. Operations

- Working closely with the regional Operations Manager, ensure all Message properties are managed and maintained to a high standard.
- Working closely with the regional Operations Manager, ensure all records are kept up to date in relation to events, speaking engagements and enquiries in London.
- Ensure all data is collected, stored and shared carefully, and appropriately in line with GDPR and Message policies.

Job description



Regional Missional development responsibilities

1. Youth Engagement (Creative Mission)

- Work closely with the Head of Youth Engagement /Creative Mission and the Head of Youth Ministry to create a clear strategy for launching and sustaining mission with and for youth across London.
- Work with Message bands as strong catalysts for mission in schools and events.
- Work with the Charge workers to develop the Charge and the Scattering which may include events.
- Oversee regional schools/youth engagement workers.

2. Community Mission (Community Transformation)

- Work closely with the Director of Ministry & Head(s) of Eden to create a clear strategy for launching and recruiting Eden teams across London
- Oversee coaching of existing Eden team leaders to ensure missional effectiveness
- Work closely with the Director of Enterprise to develop a strategy for launching additional Community Groceries in London and sustain existing groceries.

3. Christ Centered Enterprise

- With support from the Head of Prisons, oversee prison outreach workers in London.
- Working closely with the Director of Enterprise and Message London Prisons Resettlement and Outreach Manager and the Neal Street Espresso Manager, develop a thriving enterprise and work-based discipleship programme for prison leavers.
- Work with Eden teams and youth workers to create opportunities for work experience with London enterprise.
- Work with Neal Street Espresso Manager to ensure NSE is a flagship store, creating innovative approaches to ministry and business and drive initiatives to increase income and profitability.

4. Equipping & Training

- Develop an effective London Hub promotional plan for Message School of Evangelism
- Develop opportunities in the Hub for MSE student teams to effectively serve in the mission phase of the year.
- Working with Advance explore options for churches to adopt the Advance material to equip Christians to be effective evangelists

This job description is not exhaustive and amendments and additions may be required in line with future organisational changes.

Person specification



Essential skills and experience

- Clear strategic vision and good communication skills
- Ability to fundraise.
- Energy and business acumen, innovation and entrepreneurial skills.
- Open and sharing approach to working in partnership with the UK Leadership team.
- Networking, influencing/promotional and negotiating skills. Able to develop and sustain public and voluntary sector partnerships.
- A 'hands-on' attitude, able to roll-up sleeves and pitch-in with practical task delivery.
- Successful management track record including change and innovation.
- Experience of line management and a staff-supporting role

Fundraising Expectations

- All Message staff are set a personal fundraising target. We ask that the successful applicant has a minimum of £150 per month in signed-up financial supporters before commencing employment, rising to £200 after 3 months and aims to add one a month after that.
- Staff are also expected to organise and take part in at least one fundraising or other sponsored event annually.

Other expectations

- To uphold and promote the ministry's core ethos, values and policies. Ensure that the spirit of these policies is followed throughout the ministry.
- Regular line management meetings with Director of Ministry.
- All staff are expected to raise regular financial support for the ministry. Identify potential funding sources and actively seek contributions to the ministry from friends, family members and your local church.

How to apply



Your application 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, info@charismarecruitment.co.uk or 01962 813300.

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.

*In accordance with the equality act 2010 it is a genuine occupational requirement that the post holder is a practicing Christian.

Closing date: Applications are being reviewed on receipt and interviews will be conducted on a rolling basis. When a suitable candidate is found the role will close, so please apply without delay to avoid disappointment.





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