



# **NATIONAL DIRECTOR CHRISTIAN SURFERS UK**

***INFORMATION FOR APPLICANTS***



**CHRISTIAN SURFERS  
UNITED KINGDOM**

# ABOUT CSUK



## Structure of Christian Surfers UK

CSUK has been serving the surfing community since the 1990s; becoming a registered charity in 1998. CSUK is affiliated to Christian Surfers International, the umbrella organisation linking together those countries with an active Christian Surfers mission (currently 38 nations).

Christian Surfers UK is a group of passionate surfers, and ocean dwellers, who are also committed to their faith, and who see God's signature written all over His Creation.

Our desire is to experience this amazing God for ourselves through spending time together, in the sea and in relationship with His son Jesus. Our aim is therefore a simple one: to tell other surfers that they too can have a relationship with Jesus.

We are not a church, but our members represent a wide range of different churches to which they belong. One of our objectives continues to be to bridge the gap between the surf community and the church.

## Our Objective

We share the good news of Jesus with surfers, following him together in community and empowering others to do the same. So that every surfer and every surfing community would have opportunity to know and follow Jesus.

## Core Values

We share the good news of Jesus with surfers, following them together in community, enabling them to do the same. We are:

**Gospel-centred** – Bible based, Jesus, discipleship, prayer and incarnational, (Matt 28:18-20)

**Servant-hearted** – humility, trust, sacrificial, empowering, (Matt 20:26-27)

**People of Integrity** – accountability, character, authentic, (Titus 2:11-12, James 4:17)

**Inclusive** – celebrate diversity, open source, partnering, relational, community (Gal 3:28)

**Adventurous** – Fun loving, surfing, fun, have a go, (John 10:10)



## Board of Trustees

CSUK activities are overseen by the board of trustees, currently 9 persons with changes to come for 2025 as we journey our National Directors transition. Each of the trustees have areas of responsibility and we will be welcoming a number of new trustees into specific roles this year covering finances and governance. The board is chaired by Rob Crouch supported by Ben Lillie as deputy chair.

## A Season of Change

Our founding National Director, Phil Williams, is stepping down from this role in the summer of 2025. He has faithfully led CSUK for over 32 years. This is a significant time of change for CSUK; we are excited for the next chapter and are seeking to appoint a national director who, supported by our board of trustees, will lead CSUK going forward. Over the last year, we have developed, by consensus, a vision for 2034, with four key areas of focus (see presentation as part of the application pack). We are looking for the right person to lead these developments – could that be you?



**WHERE  
ARE  
WE  
NOW?**

Christian Surfers UK has continued to see steady growth over the years across its member and supporter base, currently 400 engaging and active supporters that ensures year on year financial stability in regular or single donations. Notably our digital media audiences continues to grow and good interaction is regularly seen, fuelling new relationships, participation and memberships.

Around the UK we are seeing continued enthusiasm and action from our volunteer leaders and members as they develop their own activities to encourage and engage with their local surfing communities.

We continue to run two very successful outreach surf competitions - the Jesus Surf Classic and the Jesus Longboard Classic, both of which are highly respected in the wider surfing community and see great participation from aspiring youth and those working toward their professional careers in surfing.

Our partnerships continue to be very strong with surf-related partners; the Welsh Surf Federation, Scottish Surf Federation and Surfing England. Our partnering with churches is steady, but whilst we haven't increased in this over the years we have a healthy attendance of CSUK members within many churches across the UK.



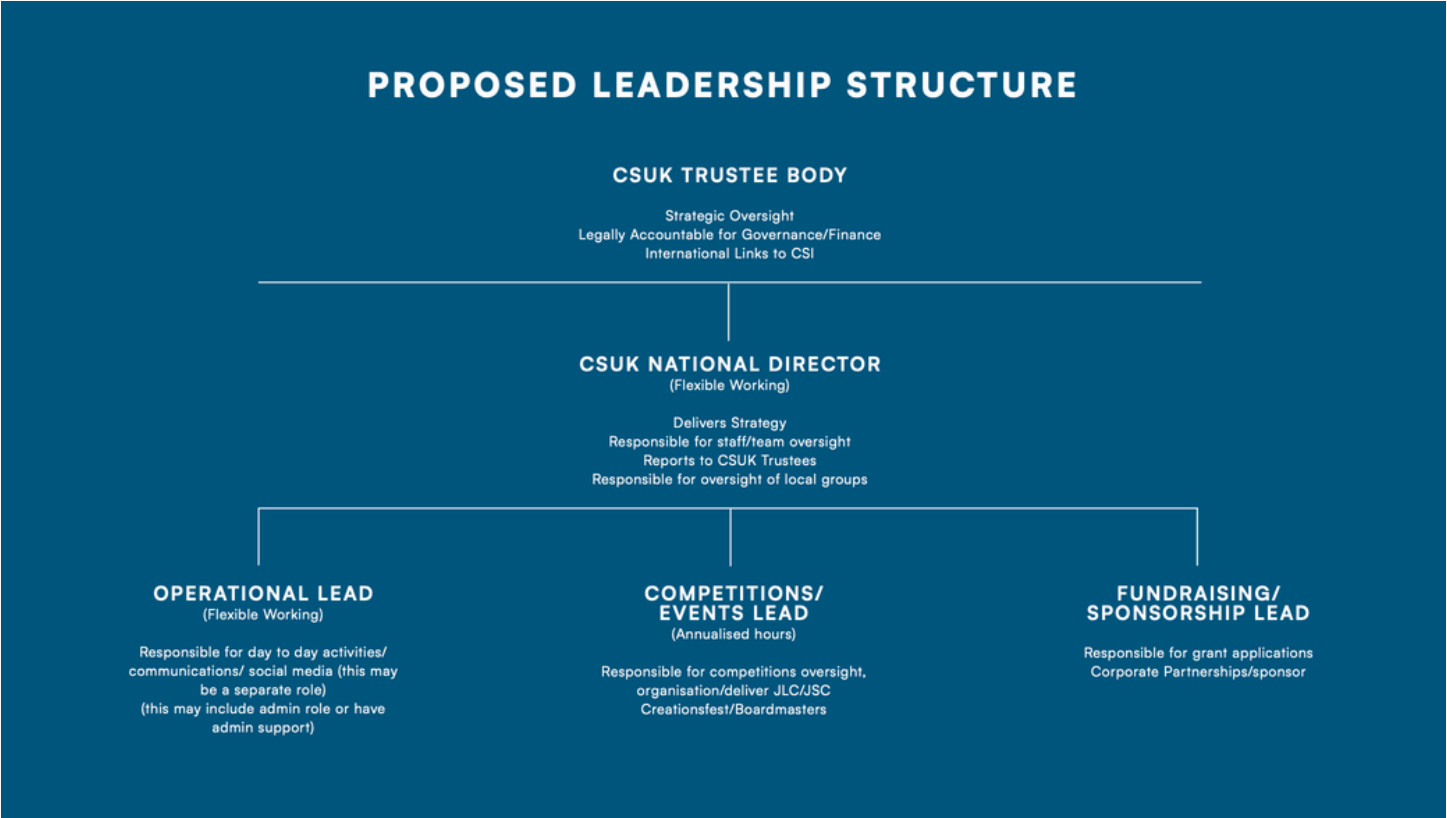


CSUK is committed to building a healthy community and so carry out our own weekends throughout the year to build on this. Currently we have a women’s weekend, men’s weekend and a national gathering. Each are working well and we see these as areas of real growth in the future.

The current vision for Christian Surfers International is for the worldwide network to have 100 affiliated nations, with a thousand core groups and 2% of the global surf media exposure being from Christian surfers. Within the UK we are working towards how we can best support that with a real focus on expanding the core groups and hence the number of volunteers we have.

Christian Surfers have been significant in the UK Surf community for over 35 years and the future is looking very exciting.

## Our Proposed Leadership Structure:



We are looking for a national director who will lead the implementation of the vision and mission. If you think this could be you, we would love to talk to you about the role and your passions. Please contact Rob Crouch to arrange an informal discussion:

**Rob Crouch**  
*Chair of Trustees*  
rob@christiansurfers.co.uk



# JOB DETAILS

**Position:** National Director

**Location:** Across England, Wales, Scotland and Northern Ireland

**Based:** Flexible – remote working is offered to all staff

**Employed by:** Christian Surfers UK

**Responsible to:** Board of Trustees

**Hours of work:** 24 hrs per week (Full Time = 37hrs per week) Flexible/Core hours to be agreed

**Salary:** £22,702.70 – £25,945.95 depending on experience (35k to 40K FTE)

**Annual leave:** 25 days FTE plus bank holidays (pro rata)

**Pension:** Pension provider National Employment Savings Trust (NEST) Employer contribution 3%, Employee Contribution 5%. To be reviewed annually.

**Probation:** 6 months

**Notice period:** 3 months by both parties

**Travel:** Reasonable expenses will be paid. Vehicle/mileage allowance to be agreed with successful candidate. The successful candidate will need to possess a valid UK driving licence as well as valid passport for international travel and be prepared to drive/travel for work.



## Job Description:

As national director you will be guiding all aspects of the charity's vision and mission. Together with our experienced Board of Trustees you will lead the delivery of our 'vision 2034', key to this will be to continue to build our exciting network of members, partners and collaborators. We are seeking a highly motivated leader who strives to model a God-honouring life: Keep Jesus in the centre of CSUK.



# What the Role Includes:

## Strategic and enabling leadership

At this key time in our development, the ND will lead the formation of short-, medium- and long-term strategic objectives (in collaboration with the Board of Trustees).

The ND will ensure that all members, partners and stakeholders are informed about developments and engaged with us as we seek to enact the 'vision 2034'.

The ND will focus on enabling others to lead and will focus on identifying and developing new leaders. This will require excellent communication, coaching and facilitation skills. A key focus for this work will be supporting and building our leaders of CS local communities and developing a disseminated leadership structure through the appointment of regional leaders.

## Partnerships and collaborations

CSUK has developed significant and long-lasting relationships with surf Industry partners and federations, maintaining and developing these relationships is an important aspect of the role of ND. The ND will pro-actively seek collaborations that align with our strategic objectives, this may involve regular face to face contact as well as connecting in different ways. Our partners include, but are not limited to, faith communities, funding partners, industry partners and surfing federations.

Forming and developing partnerships within the CSUK local communities will also be key aspect of the role. A key element of this aspect of the role will include continuing with our partnerships/relations with Christian Surfers Europe and Christian Surfers International (CSI), be representing CSUK on the CSI Council.

## Profile raising and marketing

CSUK is highly regarded in the surfing community. The ND will seek opportunities for CSUK to continue to have impact in surf and ocean dwelling communities. This will include supporting surf competitions and events that are in line with our beliefs and strategic objectives. They will work in collaboration with our Competitions and Events lead to plan and support our involvement in events and seek opportunities for income generation.

## Governance

Working in collaboration with the Board of Trustees, the ND will oversee the governance of CSUK, this will include the development of appropriate policies and procedures to ensure we are compliant with the Charities Commission and current national best practice for our faith sector and industry,

## Team management

The ND will be responsible for our human resource management, in collaboration with our Operations Lead, they will ensure we have effective policies and procedures in place for recruitment, performance management and continuing professional development of our team. The ND will lead the annual review of staff and will participate in their own annual review by the Trustees.





## Communications

The ND will lead the development and enactment of a communications strategy, together with the Operations Lead, regular internal and external communications will be developed and delivered. This should include a social media and media communications strategy. Appropriate opportunities will be sought to engage with the media and make relevant contributions.

## Competition and events

Working in collaboration with our Competition and Events lead, the ND will oversee the strategic development in this area and will support these events as required. These events are an important part of our engagement strategy and in helping to deliver our vision and mission.

As with all team members, visibility and involvement in competitions and events is seen as a core part of the role. The ND of CSUK will be expected, by negotiation and agreement, to attend a significant number of our events and competitions.

## Other expectations

The role of ND will include national and international travel. Nationally this travel will include visits to CS local communities, key stakeholders, and to attend competitions and events (to be negotiated). Some weekend working (away from home base) is anticipated, this should not normally exceed 6 weekends a year. International travel is also a requirement for meetings with key stakeholder organisations such as Christian Surfers International (CSI).



# Skills and Experience Required

Experience	Essential	Desirable
A person of Christian faith whose beliefs align to the CSI statement of faith (I)	✓	
Proven leadership experience and skills, including managing, motivating and developing a team or teams. (App)	✓	
Evidence of experience in strategy development, organisational management and delivering against objectives. (App)	✓	
Experience and passion for surfing and ocean dwelling activities with proven involvement (App & I)	✓	
Excellent verbal and written communication skills, ability to deliver and oversee the development of presentations and reports (App and I)	✓	
Experience of fundraising (App)		✓
Experience of working in Christian/charity sector (App & I)		✓
Leading in collaborative or partnership developments (App & I)	✓	
Proven understanding of financial management, experience in budget setting/oversight and resource allocation. (App & I)	✓	
<b>Skills</b>		
Strong interpersonal skills (I)	✓	
Excellent relationship builder and maintainer (App & I)	✓	
Ability to recognise potential individuals, developing and nurturing others (App & I)	✓	
Sound independent judgement (App & I)	✓	
Tact and diplomacy (I)	✓	
Creative and innovative thinking (App & I)	✓	
Computer literacy (Ability to use word processing packages (such as Word) and database software (such as Excel) (App)	✓	
<b>Knowledge of</b>		
Surfing and related ocean dwelling activities (App & I)	✓	
A range of surfing industry partners, key stakeholders and events (App & I)		✓
The Christian faith sectors and communities (App & I)		✓
<b>Other</b>		
Willing and able to travel independently with some overnight stays (I)	✓	





The successful candidate will need to demonstrate that they have the legal right to work in the UK. CSUK is not able to support applications for the right to work in the UK who do not already have that entitlement.

Given that the role of National Director involves leading a Christian Charity, and will be expected to speak in churches, lead prayer meetings and provide pastoral support to members if requested, there is a genuine occupational requirement for the individual to profess of a Christian Faith.

**(App -evidenced from Application. I – Evidenced at interview)**

### **How to apply:**

Application will be by email sent to Rob Crouch attaching the following documentation:

1. The completed application form
2. A copy of your Curriculum Vitae
3. A short video explaining how you meet the requirements for the role and why you are interested in the role of ND

**Rob Crouch**  
*Chair of Trustees*  
rob@christiansurfers.co.uk

**Closing date: 5pm, Tuesday 11th February**

Shortlisted candidate will be invited for interview. The interview process will include a number of 'carousel' type panels consisting of representatives from CS local communities and key stakeholders. These will be held virtually over either Zoom or Microsoft teams. The virtual panels will be followed by a structured interview, which will be held face to face/virtually depending on shortlisted candidates' physical location.

