



Open Doors

Recruitment pack

**CHIEF  
EXECUTIVE  
OFFICER**

April 2026



## Letter from the Chair of the Board

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Thank you for considering joining Open Doors UK & Ireland and serving as our Chief Executive Officer.

Today, more Christians than ever before are experiencing violence and oppression on account of their faith.

We enable the church in UK and Ireland to play its part in strengthening and encouraging the persecuted church to stand strong.

As the church here identifies with people suffering for their faith, through prayer, giving and taking action, we see our faith grow. We see the church here become the mature body that we are called, in Scripture, to be.

While we are experiencing incredible favour from churches and Christian networks that is beyond what we could hope for, still only a small percentage of Christians in the UK and Ireland are connected with persecuted Christians. That needs to change, for their sake and for ours.

Open Doors UK and Ireland (ODUK&I) is now seeking a Chief Executive Officer to lead this work through this next season of missional growth and ambition. The CEO will be pivotal in raising the profile of the persecuted church, deepening connections with the church in the UK and Ireland and influencing government to protect Christians around the world.

To that end, the CEO will be a strategic leader, highly relational in approach, agile and nimble in mindset, delivery-oriented and passionate about strengthening the church.

If that sounds like you, please read the details in this pack and prayerfully consider applying. You can expect to have your own faith, reading of Scripture and prayer-life transformed!

With every blessing,



**Andre Holtshausen, Chair of the Board**

**“From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.”**  
Ephesians 4:16

## Introduction

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Open Doors strengthens millions of persecuted Christians in more than 70 countries, including some of the most dangerous places in the world. Our work helps the global church remain God's faithful witness to the world and stand strong for the long-term.

Our global underground networks partner with the local church, often risking their lives, to smuggle Bibles and Christian books, offer spiritual care and legal advice, train church leaders and other Christians and provide practical support and emergency relief.

## Global context

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Our annual research shows that more than 388 million Christians face high levels of persecution and discrimination for their faith and this number is growing. But so too is our work. Over the past decade our global income, global reach and opportunities to support Christians suffering for their faith have all significantly increased. And, we are seeking to steward our resources for maximum impact by focusing on the places where Christians are most persecuted.

## UK and Ireland context

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In the UK and Ireland, Open Doors connects Christians with the persecuted church, so that they can play their part in strengthening fellow members of Christ's body who share our faith but not our freedom. ODUK&I too is in a season of growth. We are seeing our levels of prayer, income and influence increasing fast. We benefit from a gifted and prayerful team to support this work and who also contribute internationally by serving on many of the key bodies that shape and co-ordinate the Open Doors global community.

**“Wake up! Strengthen what remains and is about to die, for I have found your deeds unfinished in the sight of my God.”** Revelation 3:2

## Job summary

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Lead the team at Open Doors UK & Ireland as it connects the church in the UK and Ireland with the most persecuted church. This connection ensures that 'when one member suffers, all members suffer with it' (1 Corinthians 12:26).

The UK and Ireland church is mobilised to provide all necessary support to the ministry including funds, prayer and advocacy to enable:

1. The strengthening of the body of Christ living under restriction or persecution by providing and delivering Bibles, materials, training and other help, and encouraging the body to become involved in world evangelism
2. Training and encouraging the body of Christ in threatened or unstable areas, preparing believers to face persecution and suffering, and equipping them to maintain a witness to the gospel of Christ.

## Key responsibilities

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- Provide effective, godly leadership to the Open Doors UK & Ireland team
- Create a culture of faithful prayer, effectiveness and collaboration – embedding Open Doors values in working practices
- Provide clear vision and direction and lead the development of effective strategy
- Oversee operational implementation and effectiveness of the strategy to grow committed ongoing, prayerful support for the persecuted church
- Represent Open Doors to the church, media, and government, raising awareness of the persecuted church and influencing people to be involved in strengthening them
- Contribute positively to the global Open Doors community
- Develop a strong, positive and enabling relationship with the Board and Open Doors International (ODI) based on mutual respect, regular communication and support.

For more details of the role, please see:

- Appendix 1: Role responsibilities
- Appendix 2: Applying your Christian faith to the role
- Appendix 3: Key relationships
- Appendix 4: Our statement of faith
- Appendix 5: Our core values

# Personal specification

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You will demonstrate the following essential criteria for this role:

## Competency

### Experience

- Extensive senior leadership experience, including enhancing organisational effectiveness, and building and implementing strategy in an organisation of comparable complexity
- Experience of working and building relationships in a cross-cultural context
- Experience of developing high-performing employees and project teams, delegating accountability to encourage employees responsibility and engagement and fostering a culture of both faith and professionalism.

### Skills and abilities

- A strategic thinker who can reason analytically and clearly, problem-solve and innovate
- A clear and effective communicator inspiring vision, faith and hope in others
- Confidence and ability to be a public spokesperson and engage with media, both Christian and secular
- A confident networker with strong influencing abilities, highly skilled at working with different cultures, backgrounds and Christian faith traditions
- Highly numerate with the ability to manage budgets and analyse and interpret complex data.
- Willingness to travel, including to the field, when necessary.

### Knowledge and understanding

- A good understanding of the charity sector and charity governance and ideally of Christian mission or development in the UK or overseas
- Excellent understanding of safeguarding principles and how to share and encourage best practice with international partners.

## Character

- Strong Christian with a biblical and prayerful faith that reflects a personal and active relationship with Jesus and openness to the leading of the Holy Spirit
- Passion for strengthening the global church
- Servant-hearted, emotionally intelligent, self-aware and authentic
- Courage to make difficult decisions and the integrity to be consistent in word and deed
- Proven resilience
- Committed to living the Open Doors core values and statement of faith.

In addition, it would be beneficial for you to demonstrate the following:

- Experience in an international and/or federated organisation
- Theology qualification/training
- Marketing, fundraising or communications experience.

Enhanced disclosure information may be requested from the DBS in the event of a successful application.

## Terms and conditions

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A salary of circa £95,000 plus (5.5% pension contribution and 25 days of annual leave, plus bank holidays).

Hours will be 37.5 hours per week. Usual office hours are between 8.00am to 6.00pm Monday to Friday. Our policy is a minimum of 40% of hours in the office, with the remainder remote working. Wednesday is a mandatory office day.

## How to apply

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Open Doors UK&I is being supported by Macaulay Search. Applications should be sent by email to Sam Stephens at [sam.stephens@macaulaysearch.com](mailto:sam.stephens@macaulaysearch.com)

The closing date for applications is 8 May. Your application should include:

1. A covering note explaining:
  - Why you are suitable for and interested in this job opportunity
  - How your skills, experience and personal qualities meet the requirements outlined
  - Why you are interested in the work and mission of Open Doors UK&I
2. Your CV, detailing relevant experience
3. A supporting statement of Christian faith (up to one page) describing your faith journey, current spiritual disciplines and how you see your faith as relevant to your involvement with ODUK&I.

For an informal and confidential discussion about the role, please contact Sam Stephens at the email address above.

### Process

A selection of candidates will be invited to interview on Microsoft Teams in w/c 25 May. A smaller group of candidates will be invited to a second round in-person interview in w/c 8 June. You can expect to hear from Macaulay Search by 22 May if you have been invited for interview.

# Appendix 1: Role responsibilities

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## Responsibilities and requirements:

### Spiritual life

- Provide spiritual leadership for the Leadership Team and the ODUK&I team, by living ODUK&I's Statement of Faith and core values by personal example
- Co-host staff retreats
- Introduce patterns of team retreat, prayer and fasting into the community life of Open Doors UK & Ireland.

### Organisational leadership

- Ensure compliance with the Affiliation Agreement with ODI
- Oversee the development of a balanced strategy, plan and budget for the ministry, in line with strategic priorities agreed with the Board and in line with ODI
- Ensure financial accountability and transparency to the Board of Trustees
- Keep the Board apprised of progress against the agreed strategic plan, including regular reporting on the key performance indicators (KPIs)
- Keep the Board of Trustees well-informed by attending and presenting a report to regular meetings as per the Constitution
- Clearly identify and address governance issues and any other issues affecting the status or reputation of the charity
- Provide a high level of professionalism and establish a culture of accountability, stewardship and good governance
- Develop sound budgetary policy and management to deliver maximum granting to the field
- Support, empower and hold the Leadership Team accountable to deliver ODUK&I's KPIs
- Maintain the culture and practice of ODUK&I as a 'servant' base to provide smaller bases with resources to increase awareness and support for the persecuted church, in line with agreed field priorities
- Establish and embed a culture of best practice management and development of the staff team
- Ensure that the information technology strategy supports current and future requirements of the ministry
- Ensure financial and other reporting systems are maintained to the standard required by ODI and to the complete satisfaction of local auditors acting in accordance with the Charity Commission regulations
- Ensure that the risk management and safeguarding strategies comply with best practice as outlined by the Charities Commission
- Ensure full compliance with UK employment and health and safety laws and guidelines.

## **Ministry development**

- Oversee the way that ODUK&I connects with and mobilises both churches and individual Christians across the UK and Ireland to ensure that is done in the most appropriate and effective way possible, to maximise support in line with the strategic plan
- Ensure that everything relating to the working life of the ODUK&I staff team is carried out in full accordance with the core values of Open Doors
- Ensure that all fundraising activities are carried out in accordance with the Institute of Fundraising best practice and the core values of Open Doors
- Provide leadership to ODUK&I Advocacy. Play a catalytic role in ensuring that integrated, international campaigns are developed in collaboration with field colleagues to mobilise the church across multiple development and field countries - in line with core field priorities
- Contribute to the worldwide cause of Open Doors International, as appropriate, in such areas as strategy, marketing, and global campaigns to the extent that it benefits ODUK&I
- Be an active participant in meetings with other development directors, regional field directors and the ODI Executive Leadership Team (in particular Dev4 meetings, Ad Hoc Strategy meetings, the Directors Conference, the Development Directors Conference and the Connect and Pray calls)
- Develop and build awareness of the persecuted church amongst the media and politicians. Act as media spokesperson for significant media opportunities. Write and deliver articles, and participate in interviews as opportunities and time allow
- Explore and champion ways in which the core themes identified in the field can translate into opportunities for growing support and raising awareness and prayer for the persecuted church.

## **Team leadership**

- Take a lead role in internal communications, inspiring the team, setting clear direction and encouraging people in the impact that they are having on the lives of those in the persecuted church
- Ensure that the Leadership Team has clear roles and responsibilities to ensure effective, efficient and collaborative team working
- Provide appropriate support to each direct report and ensure appropriate professional development opportunities are both provided and taken up
- Delegate effectively to each direct report, ensuring agreed goals and measures, supported by departmental dashboards.

## **Personal development**

- Take responsibility for own professional development, agreeing priorities for professional development with the Chair of the Board and the Board HR specialist on an annual basis.
- Agree and implement a personal development plan, keeping the Chair of the Board and the Board HR specialist appraised of progress and impact. Modify as necessary.
- Identify three or four professionals within the Christian charity sector to learn from in a professional capacity and intentionally invest in these relationships.
- Engage a spiritual director and take one day per quarter on personal spiritual retreat.

## **Limits of authority**

- To operate within the ethos and aims of Open Doors, adhering to budget parameters and the Open Doors' confidentiality agreement.

The above job description is a guide to the work the job holder may be required to undertake but does not form part of the contract of employment and may change from time to time to reflect changing circumstances.

## Appendix 2: Applying your Christian faith to this role

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Because of the essential Christian context in which the role will be performed, the role is subject to an occupational requirement under the Equality Act that the post-holder be a practising Christian. Each working day will involve collective prayer and worship, together with shared reflections on the work of Jesus Christ. All employees at Open Doors are expected to actively participate in this shared time and employees take it in turns to lead the act of collective worship.

There will be many ways you will be able to apply your Christian faith and the outworking of your faith to the context of Open Doors. The list below gives some of the expectations of this role but is not exhaustive or intended to limit you:

- Contributing to and leading daily devotions (this can be for the whole team or just smaller, departmental groups)
- Participating in retreats, days of prayer and fasting
- Committing to private prayer for the work associated with this role, your direct reports and closest colleagues
- Working in a way that reflects biblical principles of leadership and service
- Applying biblical principles of godly stewardship to operational responsibilities
- To be open and obedient to God's voice and direction in relation to any strategic matter and to always seek His will above all else.

## Appendix 3: Key relationships

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Internal relationships will include but not be limited to:

- ODUK&I Employees and Leadership Team
- ODUK&I Board of Trustees
- The Chief Development Officer in ODI
- Executive Leadership Team of ODI
- Other OD Field and Development Directors, and in particular the Ad Hoc Strategy Group and Dev4
- People & Culture - ODUK&I and ODI
- Global Advocacy Director.

External relationships will include but not be limited to:

- ODUK&I volunteers and supporters
- Senior people in politics, media and NGOs
- Participate in national working groups on behalf of Open Doors
- Act as spokesperson for Open Doors in the media
- Occasional speaking at conferences, festivals and key church meetings
- Develop relationships with specific leaders of networks, as required by the overall relationships strategy and as time allows.

## Appendix 4: Our statement of faith

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Open Doors is an evangelical Christian ministry. Our Trinitarian faith is enshrined and expressed in the historic creeds of the church:

We believe in God the Father Almighty, maker of heaven and earth;

and in Jesus Christ His only Son, our Lord,

who was conceived by the Holy Spirit;

born of the Virgin Mary;

suffered under Pontius Pilate;

was crucified, died and was buried.

He descended into hell, the third day He rose again from the dead;

He ascended into heaven, and sits at the right hand of God the Father Almighty, from where He will come to judge the living and the dead.

We believe in the Holy Spirit;

the holy Christian Church;

the communion of saints;

the forgiveness of sins;

the resurrection of the body;

and the life everlasting.

## Appendix 5: Our core values

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### We are:

- 1. Part of the body of Christ; a 'people to people' people.** Brother Andrew, inspired by Revelation 3:2: “Wake up! Strengthen what remains and is about to die”, tells us that we are more valued by our physical presence than the ten best sermons we could bring. Simply ‘being there’ alongside our fellow persecuted brothers and sisters is the single most important thing we can do.
- 2. Persecuted church driven.** Wherever there are needs to be met, whether that is in a church, school, home or market place, Jesus meets them there, because that is where we can be found working alongside them.
- 3. People of the Bible.** As we read the Bible we see the unfolding picture of God before us and are encouraged to live as his new creations. When we understand who God is and who we are in Him, it completely takes away our fear in any situation or confrontation.
- 4. People of prayer.** We recognise that we are in a spiritual battle (Ephesians 6:10-18) and see the power of prayer being a powerful weapon in meeting the needs of others. It is always in relation with reaching out to a lost world with Jesus.
- 5. Living and working by faith.** We believe the door has always been open for the gospel, because the door has never been closed (Matthew 28:19). We will never lose sight of this fundamental truth. It keeps us outward-focused.
- 6. Devoted to Jesus Christ with His commission.** We want to show the world that there is a different lifestyle available for those in Jesus Christ and to conquer the world as His witnesses to that eternal truth. As the last spoken words of Jesus say in John’s Gospel, “You must follow Me” (John 21:22). Therefore, we see the outside world as a challenge, never a threat.
- 7. Motivated solely for the glory of God.** Our only motivation should not be for ourselves, but a compassion for the lost, bringing glory to God through His Son Jesus Christ.