

PIONEERS

Finance Director

CANDIDATE PACK



Reaching Forgotten Peoples



Pioneers International is a fast-growing mission movement with over 3,000 missionary field members in over 100 countries, and a passion to see God glorified among the nations.

In 2024, Arab World Ministry of Pioneers (formerly North Africa Mission) and Pioneers UK (formerly Sudan United Mission), merged into one Mission and one Pioneers sending Base to become Pioneers UK & Ireland.

Based in two physical offices in the East Midlands and the North of England, Pioneers UK & Ireland is currently in the process of integrating its systems and processes across the organisation, most crucially its finance systems and CRMs.

To help oversee this programme of change Pioneers UK & Ireland is seeking an experienced Finance Director with change management experience to lead its finance team and establish new processes and patterns of working.

This is an exciting opportunity to be instrumental in building new finance processes and developing finance team culture in a future-focussed mission agency that also benefits from over 100 years of mission experience in the Arab world, in the Sahel and around the world.

Core Values

The Heart of Pioneers

Passion for God

The Great Commandment is our motive for the Great Commission. We want to live our lives fully surrendered to Him so that all nations may know that He alone is God.

Unreached Peoples

Pioneers focuses on those with the least opportunity to hear and understand the gospel.

Church Planting Movements

We want to see new believers united in fellowship with other believers, forming churches that plant churches – until all peoples are reached.

The Local Church

Pioneers partners with sending churches to plant new communities of Christians. We also work alongside local, indigenous fellowships wherever possible.

Team-Centred

Teams that are both task- and member-focussed are at the core of Pioneers. This is crucial since many of the world's remaining unreached peoples are in difficult and isolated pockets of the world.

Innovation and Flexibility

Reaching the world's remaining unreached peoples requires creativity and sensitivity to the unique calling, vision, and needs of each missionary.

Participatory Servant Leadership

Pioneers has a decentralised leadership structure. We are principle- rather than policy-driven, applying an interactive approach to decision-making that is based on trust.

Ethos of Grace

Understanding that each person bears the image of God, we endeavour to cultivate an atmosphere of mutual acceptance and respect in all our relationships, encouraging one another to attain their full potential in Christ.

Statement of Faith

WE BELIEVE that the Holy Scriptures, consisting of Old and New Testaments, were originally given by God, divinely inspired, without error, infallible, and are entirely trustworthy and the supreme authority in all matters of faith and practice.

WE BELIEVE in one God, Creator of all things, eternally existent in three persons: Father, Son and Holy Spirit.

WE BELIEVE in our Lord Jesus Christ, God manifest in the flesh, His virgin birth, sinless life, divine miracles, vicarious and atoning death on the cross, bodily resurrection, ascension and exaltation, mediatorial work, and personal, imminent, and visible return in power and glory.

WE BELIEVE that Adam and Eve, created in the image of God, were tempted by Satan, the god of this world, and fell; that their sin has passed to all people, who as a result are lost, are unable to save themselves from the wrath of God, and need to be saved.

WE BELIEVE that salvation is a gift of God to those who repent and personally believe in Jesus Christ; that it is accomplished by God's grace through the shed blood of the Lord Jesus Christ and regeneration by the Holy Spirit.

WE BELIEVE in God the Holy Spirit who indwells all believers enabling them to live holy lives, and to witness and work for the Lord Jesus Christ despite opposition from the world, the flesh, and Satan.

WE BELIEVE in the spiritual unity of all true believers, the universal Church, the Body of Christ.

WE BELIEVE in the resurrection of both the saved and the lost; they that are saved unto the resurrection of eternal life with God, they that are lost unto the resurrection of eternal condemnation separated from God.

WE BELIEVE that Christ commanded the Church to go into all the world and make disciples of all peoples, baptising them in the name of the Father, Son, and Holy Spirit, and teaching those who believe to obey all that Christ commanded.

Guiding Grace Principle

Pioneers is an international fellowship comprised of Christians drawn from many different churches and backgrounds. Our desire is to work in harmony with our national church partners and Christian colleagues on the basis of essential doctrines as found in our Statement of Faith. These are doctrines on which, historically, there has been general agreement among all true followers of Christ.

In matters not addressed by our Statement of Faith, Pioneers acknowledges differing points of view provided they are based on the Bible as the supreme authority, and that no interpretation or practice will undermine the work of the gospel or the unity among those with whom we serve. We seek to live, work, and relate to one another in a spirit of love and humility, as outlined in Romans 14, 1 Corinthians 13, and other passages.

Pioneers is a member of Global Connections.

Job Description

Role title	Finance Director
Primary location	Pearse House, Loughborough (Hybrid work a possibility)
Responsible to	National Director
Contract type	Permanent
Responsible for	Finance and Financial Resources leadership
Additional information	This is a full-time position but part-time would be considered. It is subject to a 6-month probationary period. The salary is £40,000.
Start date	ASAP
Application closing date	28 November 2025

Organisation Overview

Pioneers UK and Ireland (PiUKI) is a Christian mission organisation committed to advancing the Kingdom of God through global partnerships, discipleship, and service. We are passionate about faithfully stewarding our resources with integrity and excellence to support our mission and values.

Role Overview

As a key member of the Senior Leadership Team (SLT), the Finance Director will lead the strategic development and operational management of PiUKI's financial resources and operations. This role is pivotal in ensuring financial sustainability, compliance, and stewardship across the organisation.

The postholder will also oversee operational functions including property, IT, insurance, and health and safety, ensuring PiUKI's infrastructure supports its mission effectively, and act as Company Secretary to the Board of Trustees.

Key Responsibilities

FINANCIAL STRATEGY & LEADERSHIP

- Serve as an active member of the SLT, contributing to strategic vision and organisational goals rooted in prayer and discernment. Lead strategically through this time of change to set financial strategy and build effective, integrated financial systems and processes.
- Lead financial strategy and change management, establishing new and integrating existing systems and processes.
- Advise the National Director, SLT, Board, and Finance Working Group on financial matters.
- Build trusted relationships with auditors, banks, and financial partners, upholding Christian values in all dealings.

FINANCIAL REPORTING & COMPLIANCE

- Act as Company Secretary, ensuring timely submissions to the Charity Commission and Companies House.
- Oversee the preparation and presentation of financial reports and analysis to internal and external stakeholders.
- Advise on financial risks and sustainability, ensuring compliance with HMRC and accounting standards.

BUDGET MANAGEMENT & FINANCIAL CONTROLS

- Lead the annual budgeting process in collaboration with Finance Manager, SLT and Finance Working Group.
- Monitor budgets and recommend improvements to financial controls and reporting to support ministry effectiveness.

FINANCIAL OPERATIONS & RESOURCE MANAGEMENT

- Develop and implement financial strategies, policies, and procedures that reflect biblical principles of integrity and sound accountability.
- Oversee internal and external fund management ensuring faithful stewardship of monies received.
- Collaborate with Communications Director and Partnership Development Team to identify new income streams that support mission growth.

FINANCE TEAM LEADERSHIP

- Lead and mentor the Finance Team, cultivating a Christ-honouring culture of collaboration, excellence and mutual encouragement.
- Promote cross-functional working across ministry teams to align financial strategy with organisational goals.

Key Responsibilities, continued

OPERATIONS MANAGEMENT

- Oversee operational matters including property, IT, insurance, and health and safety, ensuring they serve the mission effectively.
- Support implementation of PiUKI's IT strategy and manage provider relationships.
- Manage properties and ensure provision of necessary equipment and consumables.
- Procure insurances and support HR in arranging medical and travel cover for mission workers.
- Collaborate with HR to uphold best practice and legal compliance in Health & Safety.
- Oversee operational budget to ensure efficient resource allocation and financial control.

ORGANISATION LEADERSHIP AND STRATEGY

- Actively contribute to PiUKI's vision, values, and mission as part of the SLT.
- Participate in team prayer and devotional times.
- Support initiatives that serve Pioneers gateways and partners in the global south, reflecting God's heart for the nations

Accountabilities

- Uphold PiUKI's core values, mission statement, and Statement of Faith in all aspects of leadership and decision making
- Share best practices and pursue continuous professional development.
- Seek opportunities for cost savings and process improvements.
- Be flexible and professional, including availability for occasional evening/ weekend work.

Limits of Authority

- Operate within the scope of this role description or as delegated by the National Director.
- Must not commit PiUKI to actions outside of stated policies or strategic direction.

Person Specification

FAITH COMMITMENT

A committed Christian aligned with PiUKI's Statement of Faith and Core Values.

QUALIFICATIONS

Professional accountancy certification (e.g., CIMA, ACCA, CPA) and membership of a UK accountancy body.

EXPERIENCE

Proven financial leadership in charitable, mission, or social enterprise contexts; commercial experience beneficial.

LEADERSHIP

Strong, inclusive leadership and decision-making skills.

CHANGE MANAGEMENT

Experience in integrating finance and CRM systems.

COMMUNICATION

Clear, honest communicator with internal and external stakeholders.

ATTRIBUTES

Detail-oriented, innovative, collaborative, and resilient—with a servant heart and sense of humour.

OTHER

Valid UK driving licence and access to a vehicle.

How to Apply

To apply for this role, please fill in the application form at <https://forms.gle/MF675G6getQXQ9jJ6>

If you have any questions at all, please contact Lois at loisfs@pioneers.org.uk.
Thank you!