

RECRUITMENT PACK

Facilities Assistant (Campsites)

January 2026



Scripture Union Scotland is registered in Scotland as a charity (no. SCO11222)
and as a company limited by guarantee (no. SC54297).

New Olympia House, 13 Olympia Street, Glasgow, G40 3TA.
suscotland.org.uk | 0141 332 1162



Recruitment Pack

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Hello.

Thank you for taking the time to check out this opportunity to work at SU Scotland's campsites this summer.

Our shared vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

We're probably best known for our work in schools, with churches and in SU centres. not to mention our dynamic programme of holidays and camps for children in P5 through to S6 where we say to every child and young person, "You belong here."

Making the most of the stunning opportunities that Scotland's countryside affords, we use residential activities to build relationships with young people, enabling them to have fun, develop new skills and work together.

We are seeking applicants who are committed to delivering a good experience to guest residents during their stay at our campsites during the summer. The successful applicants will be self-motivated and able to take initiative where needed.

Please read through the enclosed recruitment pack and if you have questions about the role prior to applying, just shout.

In the meantime, be assured of our prayers for you and others giving serious consideration to whether this could be the right thing for you.



Robin MacLellan, CEO
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ABOUT SU SCOTLAND

Scripture Union Scotland is part of the worldwide family of Scripture Union movements that began in the nineteenth century and now operate in over 130 countries across the world.

We are a Christian charity working in partnership with local churches and other sympathetic organisations. More than 2,500 volunteers are involved in helping to run our activities, together with around 140 staff and associate workers.

- Our SU Holidays and weekends are the place to be for high energy activities, music, crafts, friends, fun, camping and a whole lot more with Magnitude. Festival adding a dynamic new dimension to the mix.
- Our residential centres are places of adventure, escape, discovery and hope, hosting thousands of school pupils on residential breaks each year.
- We work in schools throughout the academic year. SU workers and volunteers contribute to the curriculum in many of Scotland's schools.
- Our discipleship programme helps young people to grow, learn, explore and develop leadership skills.



OUR VISION VALUES

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

Everything we do is governed by two core values: dependence on God and deepening relationships.

We love to see children and young people:

- **Feeling valued and accepted in every encounter with SU Scotland** being able to express their views, engage with others, and grow in confidence as they recognise and develop their abilities.
- **Exploring the key stories and events from the Bible**, reading and studying the Bible on their own and with others, and growing in their understanding of God and what it means to follow him.
- **Having opportunities to learn about Jesus.** Making the decision to follow Jesus, and having the confidence to reflect this in their choices, attitudes and actions.





OUR STRATEGY 2024+

VISION

Our vision is to see every child and young person in Scotland exploring the Bible and responding to the significance of Jesus.

VALUES

Everything we do is governed by our core values of Dependence on God and Deepening Relationships

OUTCOMES

we seek for children and young people

Discover

Discover God's love for them
Encounter God's goodness through the service of his people
Explore God's world

Explore

Explore and understand the Christian faith
Read the Bible and understand its big story

Respond

Space to reflect and make a response to the Gospel
Children and young people coming to faith

Flourish

Confidence in living for Jesus and sharing faith
Grow as a disciple and young leader
Help disciple others

ANCHORS

As we work we will do so with:

Bibles open – Prayer central – Ministry at the Margins prioritised – Volunteers first – Disciples making disciples – Serving churches – Residential transforming lives

JOB OVERVIEW

Job Title: Facilities Assistant (Campsite)

Salary: National Living Wage, plus accommodation and other benefits

Location: Kingscross (Isle of Arran) and Scoughall (North Berwick)

Contract: Full-time 37.5 hrs per week

Fixed term 28th May – 21st August 2026

Reports to: SU Holidays Operations Manager

Purpose: Working as part of the SU Holidays team you will provide a high standard of service and support at our Kingscross or Scoughall campsites during the 2026 SU Holidays programme.

Accommodation is provided on site.

Key Relationships: **Internal:**

SU Holidays staff team, seasonal facilities assistants, key SU Scotland volunteers

External:

SU Holidays Team Leaders





TASKS & RESPONSIBILITIES

Set-up / Close down

- Assist the set-up team at the beginning of the summer to prepare the campsite for guests. This will include preparing equipment, grass cutting, general cleaning of buildings and ensuring that the site is presentable and is ready to receive guests.
- Assist the take down team at the end of the season to pack up equipment, tidy and clean the buildings and ensure the grounds are neat and the site secure.

Cleaning

- Ensure that the campsite buildings are kept clean, and hygiene levels are maintained. This includes the cleaning of toilets and shower areas and ensuring that there are appropriate supplies of cleaning materials throughout the season.
- Ensure that all kitchen laundry is kept up to date which will involve collecting dirty laundry, overseeing the cleaning of the laundry and supplying fresh laundry each day.

Maintenance

- Carry out basic maintenance where required on site, including grass cutting, painting, hedge trimming while alerting SU Holiday staff to any urgent maintenance requirements.
- Perform regular walk rounds to ensure the safety and security of the site.

Activities

- Assist SU Holiday Team Leaders in the smooth running of the on-site activity programme at each event, including assisting in setting up equipment to enable the delivery of our ministry.

Office

- Welcome SU Holidays Team Leaders and team members on-site at the start of each event.
- Operate the on-site tuck shop where required.

Other

- The role requires weekend and evening work, as well as working outdoors in a variety of weather conditions.

OTHER REQUIREMENTS

To participate fully in the life and ministry of the Campsite. This will include:

- Take part in daily devotions with the on-site event team and attend and participate in main Bible teaching sessions when possible during events.
- Consistently demonstrate Christ-likeness in attitude towards others and behaviour at work.



In common with all SU Scotland staff members:

- Further the aims and objectives of SU Scotland;
- Undertake personal development through active participation in identified training (internal, external or other) as required;
- Take part in other SU Scotland activities where appropriate;
- Demonstrate commitment to the SU Scotland ethos, vision, values and work practices, and the wider ministry of SU in Scotland and beyond.

Occupational Requirement

- An Occupational Requirement applies in terms of the Equality Act (part 1, schedule 9).
- This post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy, in all that it affirms, and the highest authority for faith and life in keeping with SU Scotland's statement of faith.
- These principles require to be applied alongside the professional skills required in this role.

The above list is intended to give an indication of the range of duties for the role. Other tasks/responsibilities, appropriate to the remit, will be expected as required.

Appointment will be subject to a satisfactory PVG Scheme Disclosure.

PERSON SPECIFICATION

| CRITERIA | ESSENTIAL | DESIRABLE |
|---|-----------|-----------|
| Work Experience | | |
| An interest and some experience in practical tasks (DIY, grounds maintenance) | ✓ | |
| Experience working outdoors in property maintenance | | ✓ |
| Education | | |
| A good standard of basic education | | ✓ |
| Other relevant qualifications of a practical nature | | ✓ |
| Social | | |
| A practising Christian whose lifestyle is in keeping with SU Scotland's ethos and statement of faith. Must enjoy the confidence of their church fellowship. | ✓ | |
| Able to undertake evening and weekend duties | ✓ | |
| Aptitude | | |
| Ability to perform a variety of practical tasks in a safe way | ✓ | |
| An ability to work both independently and under direction | ✓ | |
| Honest and trustworthy, dependable worker | ✓ | |
| Good interpersonal team skills, willing to listen and offer help where appropriate | ✓ | |
| A self-starter and motivated to see a task through to completion | ✓ | |
| Good organisational skills | ✓ | |
| Experience working with basic plumbing or electrics | | ✓ |
| An understanding or appreciation of environmental issues | | ✓ |
| The ability to think logically and creatively, solving problems | | ✓ |
| Other | | |
| Own transport and a full current Driving Licence | | ✓ |
| Able to demonstrate knowledge and understanding of SU Scotland's activities | | ✓ |



TERMS & CONDITIONS

HOURS

The post is full time, working 37.5 hours per week, subject to variation in accordance with the fulfilment of your responsibilities and by agreement with your line manager.

CONTRACT TERM

Fixed term from Thursday 28th May until Friday 21st August 2026.

PROBATIONARY PERIOD

The first 2 weeks of your employment will be probationary. Your performance will be reviewed throughout this period. If your performance is satisfactory at the end of this period your fixed term appointment will be confirmed. The employer reserves the right to extend your probationary period.

TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by you or Scripture Union Scotland to terminate your employment is one week.

Except during the probationary period, the length of notice which you are obliged to give the company to terminate your employment is one month.

Except during the probationary period, the length of notice which you are entitled to receive from the employer to terminate your employment is one month.

Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

LOCATION

Your primary work location will be Kingscross (Isle of Arran) or Scoughall (North Berwick), but we do reserve the right to move you to another location depending on operational needs.

SALARY

National Living Wage – plus accommodation and other benefits. You will be paid in arrears on a monthly basis, on or before the 28th of each month.

PENSION ARRANGEMENTS

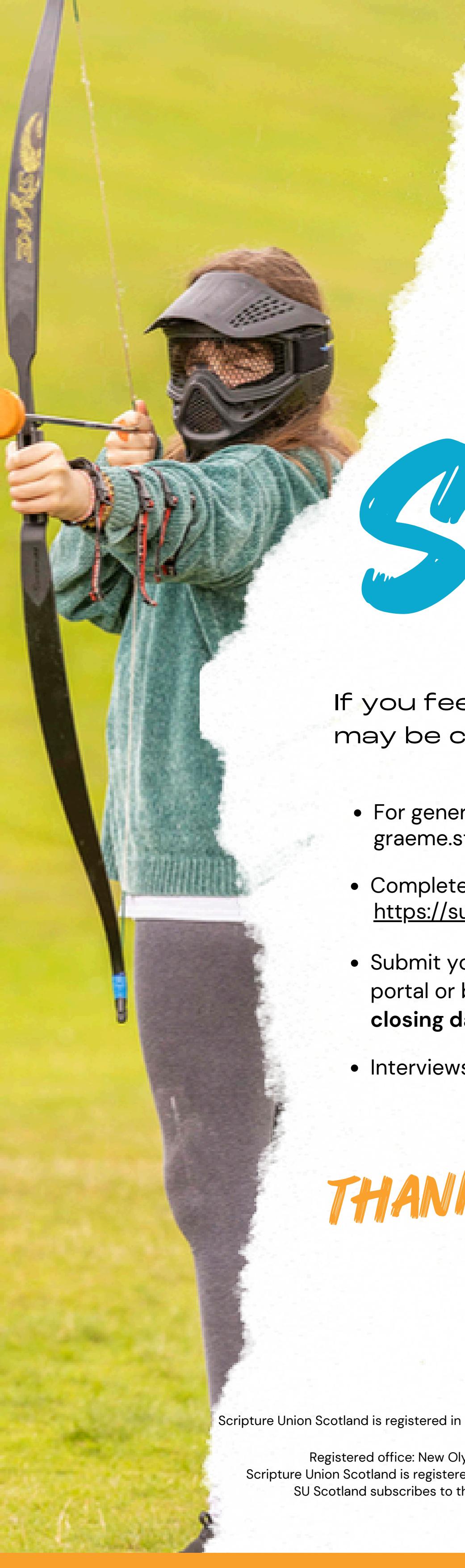
SU Scotland operates a Group Personal Pension Scheme for employees over 18 and under 75 years of age. An employer's contribution of between 5% and 9% of total pensionable salary will be paid (the actual amount depending on your level of employee's contribution.)

LIFE INSURANCE COVER

Life insurance cover of three times your annual salary is provided, with the premium being paid for by SU Scotland.

HOLIDAYS

The holiday year runs from 1 April to 31 March. Annual leave entitlement for a full-time post is 33 days paid holiday (this amount is inclusive of entitlement to local and national holidays). Annual leave entitlement for part-time and fixed term staff is pro-rata.



NEXT STEPS

If you feel this role is something that God may be calling you to apply for:

- For general questions about the role, please email: graeme.stangoe@suscotland.org.uk
- Complete your application on our BambooHR portal: <https://suscotland.bamboohr.com/careers/95>
- Submit your completed forms through the application portal or by email to hr@suscotland.org.uk **before the closing date - 4pm, 18 February 2026**
- Interviews will be held on 26 February 2026

THANKS FOR YOUR INTEREST!



@suscotland    

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Registered office: New Olympia House, 13 Olympia Street, Glasgow G40 3TA. Telephone: 0141 332 1162
Scripture Union Scotland is registered with the Information Commissioner's Office under registration reference ZA356097.
SU Scotland subscribes to the United Nations Convention on the Rights of the Child, as reflected in UK law.