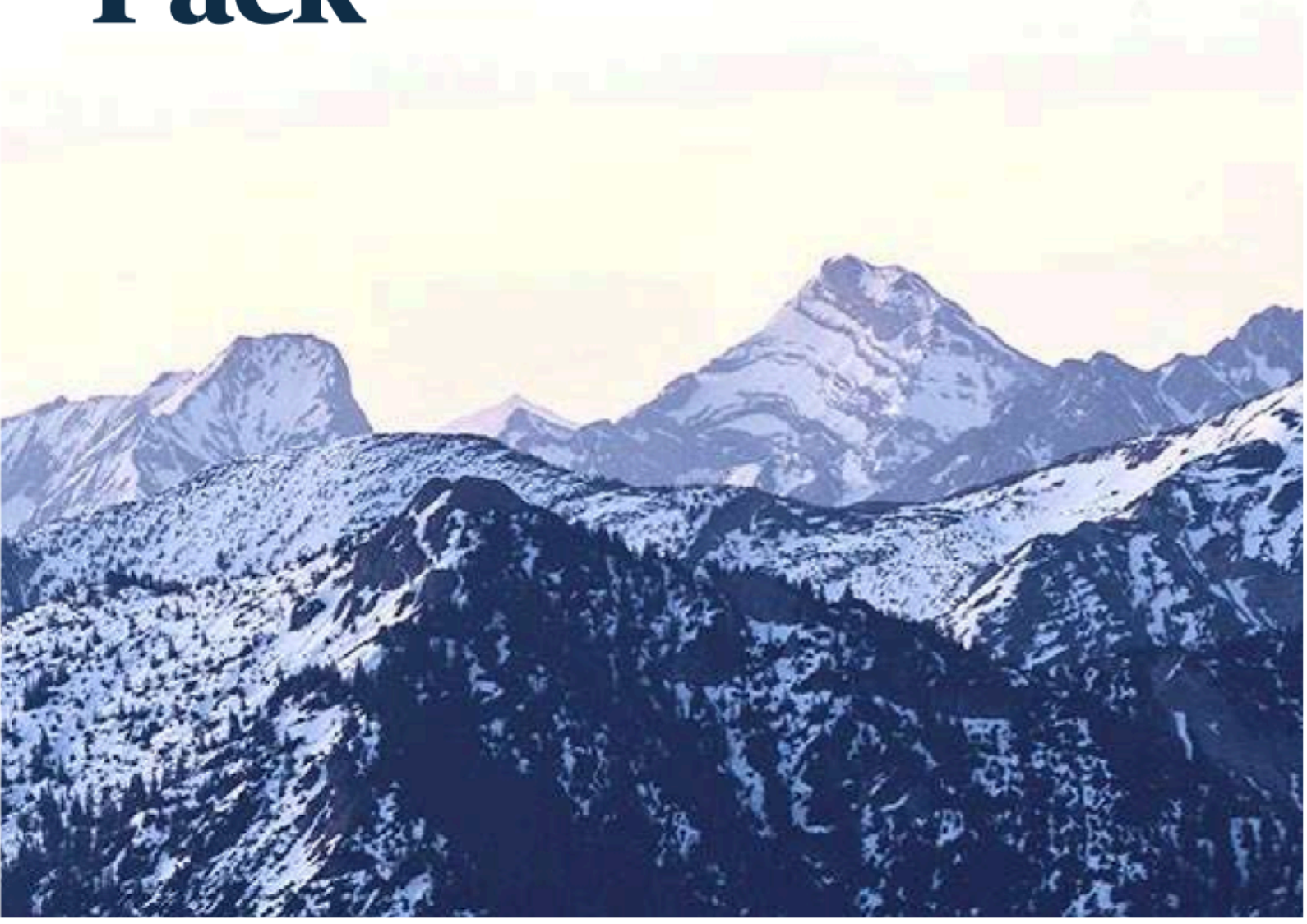




# **Visible Ministries Application Pack**



We are excited that you are interested in applying for a role with Visible South Africa.

Our Vision is to “level mountains and lift valleys to reveal Jesus.” We interpret these ‘mountains and valleys’ as the emotional, social, and spiritual obstacles that exist in people’s lives.

Our Flagship initiative is the Naked Truth Project. Find out more about the work at [www.nakedtruthproject.com/](http://www.nakedtruthproject.com/)

Included in this pack is a Job Description and Vision and Values document. Once you have read **both**, use the link below to access the online application form.

Online Application form:

<https://ntproject.typeform.com/visibleapp>

The closing date for applications to be submitted  
is: 15 March, 2026

# NAKED TRUTH

*part of Visible Ministries*

## JOB DESCRIPTION

**Job Title:** South Africa Schools Education Associate

**Hours:** One day per week (7 hours) – term time only

**Contract Type:** Independent Contractor

**Location:** Hybrid, with travel to schools as required

**Salary:** R5,000 per month (base contractor fee)

**Reporting to:** Visible South Africa Regional Head

### Role Purpose

This generation of teenagers is the first to have anytime, anywhere access to unregulated pornographic content. Visible South Africa exists to help schools, churches, and youth spaces respond wisely, truthfully, and compassionately to the realities of pornography, sexting, and sextortion.

The Schools Worker / Education Associate plays a key role in delivering The Naked Truth Project's scripted, age-appropriate school lessons and assemblies to learners, either in person or online. Through confident, well-prepared delivery, this role helps young people understand the impact of pornography and supports schools in creating safer, healthier conversations around digital sexuality.

### Key Responsibilities

#### Schools Programme Delivery

- Deliver The Naked Truth Project school sessions in South Africa, particularly in the Cape Town metropole
- Present the "Porn: What's the Big Deal?" Schools Programme in its South African context, using approved scripts and video materials
- Present Primary School curriculum using approved scripts and video materials
- Deliver parenting workshops within the context of participating schools
- Be well-prepared physically, mentally, and spiritually when delivering sessions
- Adapt delivery appropriately to different ages, school contexts, and group sizes, while remaining faithful to programme content
- Proactively source and secure school bookings

### Collaboration and Administration

- Work collaboratively with the Visible South Africa team on schools administration, including:
  - School communication and bookings
  - Session scheduling and coordination
  - Providing required information for invoicing and reporting
- Participate in training, consultation, and quality assurance processes provided by VSA

### Reporting and Evaluation

- Submit required information for each presentation delivered
- Monitor programme impact and contribute insights regarding curriculum relevance and necessary adaptations

### Advocacy and Representation

- Act as an ambassador for Visible South Africa and The Naked Truth Project
- Represent the organisation professionally and positively when engaging with schools and external partners
- Identify potential funding opportunities or personal support networks, where appropriate, in support of the charity's work

### General

- Willingness to work during the school day and occasionally at evening or weekend events
- Undertake other reasonable duties aligned with the nature of the role, as agreed with VSA

### Time Commitment & Expectations

- The role is contracted at one day per week (7 hours)
- The first three months will focus on onboarding, training, shadowing, relationship-building, and booking creation
- From the third month onward, the Associate is expected to:
  - Deliver a minimum of four (4) school sessions per month

### Remuneration & Additional Payments

**Base contractor fee:** R5,000 per month

From the third month onward, where the Associate delivers **more than four (4) school sessions per month**, and those sessions **generate income**, additional payments beyond the base contractor fee will apply.

Additional presentation work beyond the core one-day-per-week commitment will be paid at the following hourly rates, depending on the duration of work:

- **R145 per hour** for presentation work of **4–7 hours**
- **R190 per hour** for work lasting **2–4 hours**
- **R250 per hour** for short tasks or presentations of **two hours or less**

All additional work and payment rates will be agreed in advance with Visible South Africa.

## Personal Specification

### Essential

- Experience delivering presentations or sessions to young people, both in person and online
- Confidence presenting to groups of varying sizes
- Ability to work flexibly in response to school bookings
- High standard of written and verbal communication
- Strong organisational, planning, and time-management skills
- Excellent interpersonal skills and confidence working with external contacts
  
- Ability to work independently and as part of a wider team
- Alignment with the ethos, values, and faith-based mission of Visible South Africa
- Willingness to comply fully with Visible Ministries' policies, including:
  - Confidentiality
  - Privacy
  - Safeguarding and child protection
  - Data protection

### Desirable

- Youth work, education, or pastoral experience
- Understanding of Life Orientation (LO) guidelines and good practice in South African schools
- Familiarity with interactive tools such as Mentimeter
- Initiative, adaptability, and a willingness to learn new skills
- Valid South African driver's licence with access to reliable transport

## Confidentiality

Any information relating to people contacted by or working with the Charity acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff.

Any information relating to staff acquired in the course of duty must be treated with the strictest confidence and must be discussed only with senior staff members or with the line manager.

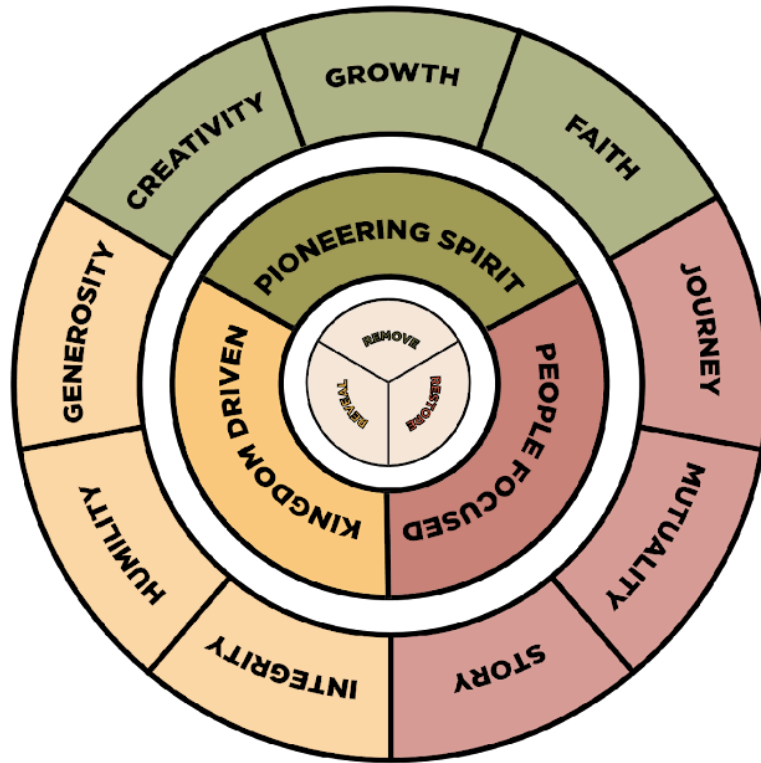
### Note:

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

### Genuine Occupational Requirement (GOR):

This post has been identified as having a GOR to be filled by a Christian under the provisions of the Employment Equality (Religion and Belief) Regulations 2003 Section 7

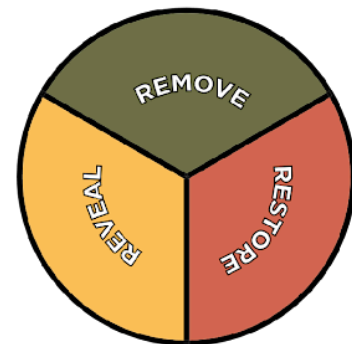
# Visible Ministries: Vision, Mission, Values & Ethos



## VISION: OUR WHY

Our vision explains the why of Visible Ministries. Our motivation, our preferred future, what we hope for and work towards.

Adopting the language and passion of Isaiah 40, our vision is to “**level mountains and lift valleys to reveal Jesus.**” We interpret these ‘mountains and valleys’ as the emotional, social and spiritual obstacles that exist in people’s lives. We believe that God wants humanity to flourish and so seek to identify and address what needs to be removed and restored so that Jesus can be revealed within society and people’s lives.



Therefore we summarise this vision in 3 words.

**Remove. Restore. Reveal.**

You can watch a short vision video [here](#)

## MISSION: OUR WHAT

Each of Visible’s initiatives will have a distinct mission that is a particular and practical outworking of our vision to remove, restore and reveal. If the vision is our ‘why’, then a project’s mission represents the ‘what’. Visible’s flagship initiative, the Naked Truth project, has a mission to “open eyes and free lives from the damaging impact of pornography.” We do this through awareness, education and recovery programmes.

## VALUES: OUR WHO

Our core values reflect who we are as a team. What we aspire to and some of the characteristics that make us distinctive as Visible Ministries.

### Kingdom Driven

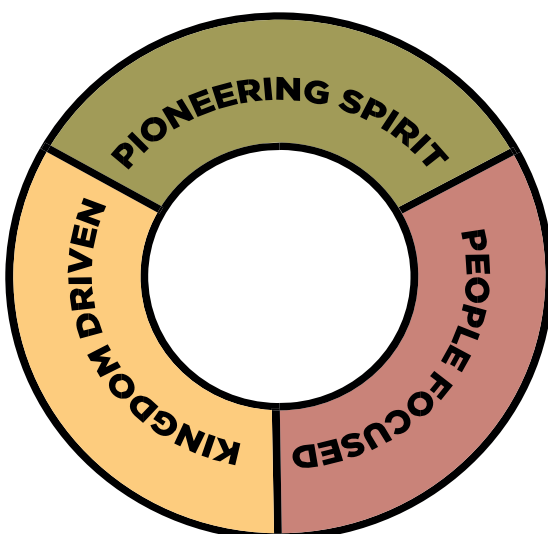
As a team that is kingdom driven, we aim to prioritise God's leadership and direction in our work and our lives. We aspire to align our daily attitudes and actions with His character and the inclusive, counter-cultural and upside down Kingdom principles we see modelled in the life of Jesus.

### Pioneering Spirit

To fulfil our mission and vision, we recognise the necessity to strike out to new places and reach 'out of reach' people. We embrace our responsibility to develop and grow sustainable initiatives while cultivating the courage, faith, resilience, and industrious spirit of the pioneer. We choose to lean in to the unknown, to try something, even if it fails.

### People Focused

Our mission will always require us to be a team who place the well-being, dignity and needs of individuals at the forefront of who we are. We seek to value the unique stories of those we work alongside and serve, reminding us that behind every statistic, email or meeting is a human story deserving of our attention and compassion and we seek to listen, understand, and respond in ways that are relevant, uplifting and empowering.



These 3 values can be summarised  
With 3 statements.

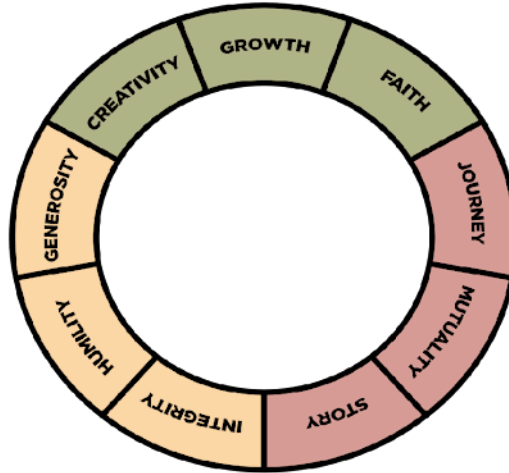
**Kingdom Driven:**  
“Unashamed & Accessible”

**Pioneering Spirit:**  
“Stepping Up and Stepping Out”

**People Focused:**  
“People Not Projects”

## ETHOS: OUR HOW

Our ethos is how we seek to live out our vision, mission and values as a team. We have 9 keywords that help define this ethos, with 3 words aligned with each of the 3 core values.



### Kingdom Driven

#### Generosity

We chose to avoid a scarcity mindset, trusting we will have enough and can be generous with our ideas, resources and time. We believe that partnership and collaboration often lead to expanding impact and that competitive comparison and fear can draw us away from generous living.

#### Integrity

Integrity means “oneness” or “wholeness”. It is essential that we “practice what we preach” and aim for transparency and accountability in our private actions and attitudes.

#### Humility

Acknowledging both the danger and attraction of assuming ‘we got it right’. We will continually look to God’s leadership and direction and seek to remain open to being challenged and corrected by others.

### Pioneering Spirit

#### Creativity

We place high value on not just what we do but how we do it. Creativity can capture attention and enables reflection in ways that are essential to changing minds and lives. Therefore we will go the extra mile, as we invest time, money and energy to embrace the innovation and depth creativity brings to our work.

#### Growth

We aspire to grow both deep and wide- seeking not just to expand our reach and impact but also to cultivate the health and excellence of our organisation. We understand that growth and progress don’t always look the same and every season in nature doesn’t produce fruit. We embrace seasons of stability and we celebrate resilience but are careful not to become settled.

#### Faith

To have confidence in a vision, a plan. To have courage to step forward or to step back, when the outcome is unknown. To trust God and each other and things unseen. As we embody a pioneering spirit we acknowledge the need to be a people who take

### People Focused

#### Journey

We understand that individual and cultural transformation is often more incremental than instantaneous. We value the concept of the journey, aiming to listen, learn and meet people where they are, to help them take the next move forward.

#### Story

Stories have unparalleled potential to connect, enable empathy, transform perspectives, and inspire actions. We value stories as a primary means to inform and inspire. Seeking to share a story to help someone else change theirs.

#### Mutuality

We aim to foster mutuality, recognizing that everyone possesses equal value, worth, and dignity. Yet, we acknowledge our differences, with unique needs, beliefs, and backgrounds that require tailored responses to honour that diversity. This principle is exemplified by Jesus, who demonstrated mutual love for all, while also showing special devotion and attention to the vulnerable and powerless.