



## **Appointment of Theology tutors**

**Practical Theology**

**Church History**

**Christian Doctrine**

### **Information Pack**

[www.spurgeons.ac.uk](http://www.spurgeons.ac.uk)

Spurgeon's College

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## **Theology tutors Information Pack**

### **1. Foreword**

2024 represents an exciting time for the College as we continue to implement the College's strategic plan to develop and grow the next generation of leaders - competent, capable changemakers. Securing Degree Awarding Powers in 2022 and being on track to receive university title, means that the College no longer requires a partnership with a validator and can create and deliver new degrees in any subject. This not only helps secure the future of the College, but enables the College to diversify its subject offer, whilst ensuring that the main thing remains the main thing, that is training men and women for Christian leadership in the contemporary world. Our vision has therefore broadened to grow competent, capable changemakers – meaning that those who train at the College, are competent in their subject area, capable and ready for their future workplace and released to be changemakers in the context they find themselves, all whilst learning and growing in a confessional evangelical College.

September 2024 sees the launch of a new counselling degree, designed to meet the changing needs of the sector and work is already underway creating other qualifications.

However, at the heart of all we do, is Christian mission and ministry and the training of men and women for Christian leadership. Due to some natural staff changes and moves, the College is recruiting theology tutors to cover three specific areas.

**Practical Theology**

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In this post-Covid world, we recognise that the way people are employed is changing and that circumstance and ministry often necessitate a creative approach to employment.

Therefore, the College is open to part time or full-time applications for these three areas. The College is therefore not defining the three roles and is open to a conversation from interested parties.

## 2. The College's Vision and Values

### 2.1. Our Mission

To train men and women for Christian mission, ministry and leadership in the contemporary world.

### 2.2 Our Vision

The College draws its vision from three sources:

- a. *A confessional foundation* – established by CH Spurgeon in 1856 as the Pastors' College, Spurgeon's College is a Christ-centred, evangelical college in the Baptist tradition, engaged in biblical and theological education.
- b. *A formative ethos* – this flows from our life as a community that meets daily for worship, where preparation for Christian service is enriched by the practice of gathering daily as a community to glorify God, who is Father, Son and Holy Spirit.
- c. A geographical location – the College is intentionally London based, with a national focus and a global reach.

The College Vision for the next ten years is:

- To cultivate a creative learning environment allowing every student to develop spiritually, academically, emotionally and socially.
- To deliver a relevant, structured curriculum tailored to training men and women for mission, ministry and leadership for all who wish to deepen their understanding of the Scriptures and theology.
- To develop the College's position, in the global and diverse city of London, as a research-led, experience-based, centre of excellence delivering positive outcomes for students.
- To maintain the highest professional and ethical standards in every area of College life.

### 2.3 Our Values

As a Christian Higher Education Theological College our values are directly drawn from and aligned with biblical principles. In particular:

- We believe in the inherent moral equality, dignity and worth of every individual.
- We value the unique distinctiveness of each member of the College community.
- We celebrate the richness of being a diverse and inclusive community.
- We believe that as a community meeting daily for worship we must be careful to listen to God and discern his will and purpose.
  - We will promote the general wellbeing of all members of the student community and College staff.

We are committed to assisting every student in reaching their potential.

### **3. Job Description**

The College is looking to appoint at least three new faculty members in the areas of

**Practical Theology**

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Each role has the core responsibilities of a tutor as defined below.

In general, staff contracts require tutors to fulfil those duties 'such as are normally associated with those of a member of the teaching staff and include taking a full part in the wider vocational and ministerial training offered by the College and such other duties as may from time to time be reasonably required of you as necessary to meet the needs of the College'.

These duties may be specified as follows (with due allowance for full or part-time appointments):

- Teach in the area of the designated subject specialism and in other areas as agreed from time to time.
- Be involved in all aspects of assessment, including setting questions for assessed work, marking of scripts and attendance at Boards of Examiners.
- Be involved as required in the academic life of the College, including membership of the Academic Board, issues relating to curriculum development and inspection, monitoring and evaluation of courses, integration of teaching and learning resources, development of academic policy.
- Contribute to the production and revision of Spurgeon's *Online* modules.
- Engage in regular research and writing.
- Participate in the regular staff meetings and in staff training.
- Participate in and assist in leading College community worship.
- Take an appropriate share in the pastoral and missional development of students and in all other aspects of the College's selection and formation of ministers.
- Be involved in the College's programme of staff development and review.
- Supervise postgraduate students for higher degrees.
- Represent the College, as opportunity allows, through preaching in the churches and taking part as invited in ordinations and inductions.

### **4. Person specification**

These roles are key roles within our theology faculty, as we train men and women for ministry, therefore we are looking for team players who are excited about training the next generation of leaders.

The person we are looking for will have the following attributes.

## **4.1 Qualifications**

### **Essential**

- An accredited undergraduate or postgraduate degree in theology.
- An accredited doctorate in any field of theology.
- Evidence of further academic achievement, including published works.

### **Desirable**

- Training in business and/ or leadership i.e. MBA, Diploma in Management or equivalent.

## **4.2 Faith and Spirituality**

### **Essential**

- Strong and mature personal Christian faith lived out in a way that will enhance the reputation and standing of Spurgeon's College and is a model to others.
- Member of a Christian church that is part of a Christian denomination in membership with Churches Together in the Britain and Ireland (CTBI) or an evangelical grouping such as the Evangelical Alliance (EA).
- Able to affirm the Basis of Faith of the Evangelical Alliance and be in sympathy with the Declaration of Principle of the Baptist Union of Great Britain.

## **4.3 Personal Experience and Competencies**

### **Essential**

- Proven leadership and management experience in higher education.
- Experience in teaching at both undergraduate and postgraduate levels.
- Experience of working with a partner validating university and associated requirements.
- A record of academic achievement exemplified by qualifications, research, publications and speaking.
- A commitment to research, writing and speaking.
- Leading, mentoring, supporting, guiding and enabling others in the workplace.
- Ability to give/ receive professional direction, seeking and applying best practice and demonstrating a track record of effective collaborative team working.
- Familiarity with and commitment to working in a multi-age, multi-cultural environment, and sensitivity to working with different theological perspectives and ecumenically.

### **Desirable**

- An ordained Baptist Minister
- Knowledge of Higher Education regulation and regulatory bodies such as OfS, QAA and HESA, including a track record of working successfully with these bodies, and of Higher Education reporting in general.
- A creative approach that encourages original ideas, initiative and innovation in others.
- Experience of providing research supervision.

#### **4.4 Skills and Abilities**

##### **Essential**

- Strong intellect and well-developed problem-solving skills, evidenced by a strategic outlook and ability to discern and respond to changing circumstances.
- Excellent influencing, communication, networking, negotiating and enabling skills.
- Engaging preaching, teaching and presentational skills.
- Strong organisational and analytical skills, able to manage time effectively and meet deadlines.
- Ability to work well and respond positively to pressure, demonstrating resilience and effectiveness.
- Competent use of MS Office (MS Word, Excel and PowerPoint).

##### **Desirable**

- Involvement in local church or wider denominational leadership.
- Experience of charity governance and leadership, possibly as a charity trustee.

### **5. Terms and Conditions of the Appointment**

The roles at Spurgeon's College will be offered on a permanent basis, either full or part time, dependent on the conversation. The start date would be 1<sup>st</sup> September 2024 or earlier if a candidate is available.

#### **5.1 Salary**

The salary, which is subject to annual review, will be circa £40,000 per annum FTE

#### **5.2 Pension**

The College offers a defined contribution pension scheme, to which both the College and individual staff members contribute. Details will be provided on request.

#### **5.3 Annual Leave**

You will be entitled to 30 days' holiday with pay in each academic year, plus public holidays, pro rata for part-time staff.

## **5.4 Accommodation**

The College is aware that those in pastoral ministry with the appropriate academic qualifications may wish to apply for one of the roles. The College is not however able to offer accommodation with any of these roles.

## **5.5 Research Leave**

You will be granted research leave for a period of up to three months after four years of continuous service, subject to agreement with the Governors and the needs of the College.

## **5.6 Location**

Your normal place of work will be Spurgeon's College, South Norwood Hill, London SE25 6DJ (minimum of 4 days per week for full-time posts, minimum of 3 days per week for part-time posts).

## **5.7 Permission to Work in the UK**

You will be required to provide evidence and have the normal eligibility requirements to work in the UK.

## **5.8 Equal Opportunities Policy Statement**

Spurgeon's College is committed to securing equality of opportunity in employment and to the creation of an environment in which individuals are selected, trained, promoted, appraised and otherwise treated on the sole basis of their relevant merits and abilities. For this purpose, all applicants will be asked to answer Equal Opportunities monitoring questions as part of the recruitment and appointment process.

There is a Genuine Occupational Requirement that the Tutor of Theology is a Christian. Regulation 7(2)a of the Employment Equality (Religion or Belief) Regulations 2003 applies.

## **6. How to Apply**

Your application should include:

- A letter of application of no more than two A4 pages outlining your suitability for the post and in particular addressing the requirements of the Job Description and Person Specification.
- A current CV giving details of higher education and/or professional qualifications and employment history.

Applications should be sent by email, in confidence, to: [s.ellis@spurgeons.ac.uk](mailto:s.ellis@spurgeons.ac.uk)

**The closing date for applications is 12 noon on Friday 31<sup>st</sup> May 2024.**

Interviews will be scheduled soon thereafter.