



Two Tutorial Appointments

Introduction

St Augustine's College of Theology provides ministerial formation for ordained and licensed lay ministry and is validated by the Church of England's Ministry Team. The college also offers Certificate, Diploma, BA(Hons), GDip, PGDip and MA courses to students interested in the study of theology and to ordained clergy and licensed lay ministers pursuing their in-service professional development. Durham University accredits all St Augustine's courses as part of the Church of England's Common Awards. St Augustine's serves the Anglican Dioceses of Canterbury, Chichester, Rochester, Southwark, London, Chelmsford, and Guildford. The college holds classes in Southwark, at Trinity House, and at West Malling, Kent, on the site of Malling Abbey, where St Augustine's has its main offices and library. Study Days and Residential events are held at a variety of venues across the region and a new MA track, 'Theology for a Planet in Crisis', is taught at St John's, Waterloo.

The college wishes to appoint two part-time tutors for posts that will include teaching as well as shared responsibilities for program development and oversight. The expected weighting of the two posts is 0.6 and 0.4, in both cases with some additional responsibilities on residential weekends. The college will also consider combining these appointments into a single, full-time post, given a suitable candidate.

Responsibilities

The college seeks to provide for the following responsibilities, either through two part- or one full-time position:

Teaching, Curriculum, Research

- Curricular design and oversight of the teaching of our 'Theology and Practice of Ministry' teaching, with special reference to:
 - Pastoral theology
 - Pastoral and theological reflection upon faith development and personal formation
 - Anglican ecclesiology and theologies of ministry
 - Reflective practice in parochial and pastoral ministry
- Teaching of Pastoral Theology
- Teaching in at least one of the following areas: spirituality, worship, mission.



- Development, co-ordination, and oversight of a team of Associate Tutors responsible for the collaborative teaching of the 'Theology and Practice of Ministry' curriculum i.e., pastoral theology, homiletics, Christian education, spiritual and faith development, pastoral counseling, leadership, Anglican ecclesiology and ministry
- Oversight of the lay theology and ministry programme (independent and licensed lay ministry students)
- Oversight of pioneer ministry programme, ordained and lay
- Oversight of 'mixed-mode' ordained ministry students
- Shared administration of pastoral and Church placement programme¹
- Active in theological research and/or Christian education through publication, conference papers, and/or public speaking.

General

- Participation in marking, supervising, and other academic administration responsibilities as required;
- Tutorial and tutorial group responsibilities;
- Participation in college worship and residential events;
- Participation in staff meetings and collegial life of staff;
- Other duties as required by the Principal.

Details of Employment

Salary follows the Church of England's 'Lichfield Scale for the Staff of Theological Colleges and Courses'.

We subscribe to the standard pension scheme for stipendiary clergy in the Church of England and will make comparable provision for lay appointments. All legitimate travelling and expenses of office are fully reimbursed.

St Augustine's provides a housing allowance, pro rated for part-time positions, towards the cost of renting a property in a location that enables full availability for the responsibilities set out above. This availability is essential to the performance of the Tutor's duties.

¹ 'Pastoral' placements are institution-based and, largely, chaplaincy related, placements in hospitals, schools, prisons, and hospices.



In consultation with the Principal, tutors designate either Trinity House, Southwark, or St Augustine's, West Malling, as their place of work.

The annual leave entitlement is 28 days (FTE), which tutors usually take during academic holidays.

The appointment is subject to subject to three months' notice on either side. We would expect to conduct a formal review of the role after twelve months and thereafter annual performance reviews within our staff appraisal scheme.

St Augustine's is an equal opportunities employer and encourages applications from anyone with suitable experience and qualifications.

Person Specification

Personal Qualities

Essential:

Enthusiastic about the formation of an ordained and lay ministry that is faithful, prayerful, and thoughtful, eager for biblical and theological understanding, diverse in liturgical expression and devotional practice; a ministry both alive to contemporary change and confident in the Spirit's power to renew the resources of tradition.

Able to serve as a personal, spiritual, and professional model for students.

Able to contribute to the flourishing of a small staff that places a high value on collaboration and is more 'person' than 'process' oriented.

Enjoys change and negotiates it with understanding and confidence.

Desirable:

Imaginative in making the best use of available resources.

Interested in the professional development of colleagues.

Capable of inspiring and teaching colleagues.

Education

Essential:

M.A. in Theology or Religious Studies.



Highly Desirable:

Ph. D in Theology in hand or close to completion.

Professional Experience: Teaching

Essential:

Experience teaching in the field of pastoral theology, or a related discipline e.g., spirituality, worship, mission, in congregational, parochial, diocesan, ministerial training, and/or academic contexts.

Desirable:

Teaching experience within theological education.

In addition to a primary field, ability to teach in at least one other theological discipline, especially spirituality, worship, pastoral theology, Anglican studies, mission.

Professional Experience: Pastoral/Other

Essential:

Experience of parochial and/or chaplaincy ministry.

Desirable:

Experience of pastoral counselling, counselling within an institutional context, psychotherapy, or psychoanalysis.

Experience as an incumbent or priest-in-charge (or experience in a comparable lay leadership role).

Areas of Competence

Essential:

Capable of fostering spiritual maturity, self-awareness, and the integration of spirituality and ministry.

Demonstrated ability in fostering lay ministry and leadership.

Recognised competency in individual pastoral care and guidance.



Skilled at working with groups and teams, both in spiritual formation and in ministerial or missional initiatives.

Able to administer and develop educational/placement programmes.

Desirable:

Experience of religious education in school or church contexts.

Able to contribute understanding and flourishing of diversity within the college.

Research and Publication

Essential:

Committed to professional development

Willing to contribute to theological research and/or education through writing or other educational media e.g. podcast, video.

Desirable:

Published work in pastoral theology, psychology and theology, ministry and theology, ecclesiology, or another theological discipline.

Other

Essential:

Enjoys and appreciates the diversity of Anglican faith and practice.

Agreement with the college's statement on diversity and racism (see below)

Willingness to support the college's efforts to respond to climate and environmental crisis.



Diversity, Racism, and our Life in Christ: A Statement of Commitment

The trustees, staff, and students of St Augustine's College of Theology affirm their commitment to the gospel of reconciliation in Jesus Christ and we take as the measure of our faithfulness Paul's words, "there is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus." Since we have failed to live up to this calling, we repent of our hard-heartedness and of the prejudices and fear that perpetuate racism and discrimination against our brothers and sisters, made in God's image. We dedicate ourselves to fostering a community of formation and learning, free from the blindness and bias of privilege, in which all may thrive and participate fully in the calling of God.

We acknowledge and take to heart the deep hurt and suffering caused to our neighbours in the Church and in our nation by the collective and individual sin of racism. As trustees, staff and students, we shall listen to the witness of this suffering, learn what we must do to live and work in the unity of Christ, act with and encourage those who are seeking racial justice, pray for those who live under the burdens of racism, and, with God's help, strive to become a community of reconciliation that dares hold out Christ's hope for the world.