**Director of Practical Theology and Mission**

**Job Profile**

**Job Title:** Director of Practical Theology and Mission  
**Reports to:** The Principal  
**Location:** Westcott House, Cambridge  
**Hours:** Full-time  
**Term:** Permanent  
**Salary:** Lichfield scale  

**Job Summary:** To be responsible for administering and delivering undergraduate and post-graduate teaching in the area of Practical Theology and Mission, serve as Pastoral Tutor and contribute to supervision, leading worship, community activities and the strategic development of programmes at Westcott House.

**Applications:** The deadline for applications is 5pm on Friday 5 June 2020. Please send applications to: hr@westcott.cam.ac.uk. Applications should include a full academic CV, details of 3 referees (one of whom should be of a different gender to the other two) and a letter referencing the job description and person specification. The post is open to suitably qualified baptised lay and ordained candidates. Westcott House is an equal opportunities employer.

**Interviews:** Interviews will be held towards the end of June. Depending on circumstances, they will either be held in person at Westcott House or remotely by Zoom. Those invited to interview will be informed by email by Friday 12 June 2020.

**Background**

Westcott House was founded in 1881 in the heart of historic Cambridge to train people for public ministry in a generous and collaborative Catholic tradition. Our on-going mission is to serve the Church in the formation and training of ministers for whom the discipline of prayer, a passion for transforming society and the skills to reflect pastorally and theologically on their ministry and mission are fundamental. We seek to prepare and equip our students to bear witness to God’s love revealed in Jesus Christ, to inspire the renewal of the Church, and participate confidently and imaginatively in God’s mission of justice and reconciliation in the world. We aim to prepare people for public ministry who are:
• shaped by a disposition of openness to Christ and to those among whom we are called to minister;
• compassionate and effective pastors, creatively engaged with God’s mission in the world, passionate about the transformation of society, and committed to the flourishing and renewal of the local church;
• wise and instinctive practitioners, immersed in the riches of the Christian tradition, committed to intellectual rigour, and alert to the demands of public ministry in an ecumenical and multi-faith, multi-cultural context;
• holy and faithful ministers, disciplined in the life of prayer, nourished by Word and Sacrament, and growing in their awareness of themselves in relation to God and others.

We are committed to continuing to develop new patterns of contextual training attentive to ministry and mission within a liberal Catholic tradition to serve a wide range of students and aiming to set all of God’s people free. This commitment is made possible by the range of awards that we offer through Cambridge and Durham Universities. In addition, we have been developing new strategic partnerships to enhance and extend the service we can provide for the Church in terms of mission and ministry in an unknown future. We currently have 51 residential students and are seeking to renew our strategic vision to increase student numbers and offer a greater variety of formational opportunities for people training for ministry and mission. The holder of the post of Director of Practical Theology and Mission will be a vital part of that strategic development and work, offering vital resources to the ministry and mission of students as they creatively minister across various contexts in an unknown and unpredictable future.

**Practical Theology and Mission at Westcott House**

Westcott House offers formational pathways accredited by the University of Cambridge and Durham University. Pathways across Cambridge and Durham Awards typically include courses in the areas of Practical Theology and Mission, seeking to integrate contextual practice with classroom learning. Each academic year the post-holder will take responsibility along with colleagues in the Cambridge Theological Federation to plan, teach, and assess courses on Cambridge and Durham Awards in Practical Theology and Mission.

‘Life and Service’ is the in-House ministerial formation programme for all Westcott students in their first and final years of training, and is convened twice weekly on Monday and Friday mornings. The programme maps onto the Formation Criteria of the Church of England and seeks to help students further integrate their studies with practical experience in ministry and mission. As part of a core-team of Tutors, the post-holder will organise and oversee this programme.

Westcott House is committed to putting contextual learning at the heart of formation. The post-holder will share responsibility with the Director of Contextual Training for the strategic development of opportunities for students to engage creatively and reflectively with mission and ministry on placements and attachments in a variety of ministerial settings.
PC3 (Participation in Context, Community, Classroom) context-based training seeks to deepen connections between experience and classroom learning. It does so through an approach to education for discipleship and ministry that has four key elements: active participation in ministry and mission; classroom learning; immersion in a context; and learning in community. PC3 context-based ordinands undertake church attachments in small groups and are part of a larger cohort of students from Ridley and Westcott House who meet weekly for worship and theological reflection. The post-holder will work with our Tutor in Contextual Learning and Director of Contextual Training to develop this area of College life.

**Job Description**

The primary task of the Director is to enable ordinands and lay students to develop pastoral awareness, practical ministerial skills, creativity, leadership and a passion for mission. This will be done by:

**Formational responsibilities:**
1. Working closely with the Director of Studies to ensure an appropriate formation programme for each ordinand and lay student.
2. Exercising a leadership role in the coordination and delivery of Westcott’s in-house ‘Life and Service’ programme.
3. Enabling ordinands and lay students to develop practical pastoral awareness, aptitude and ability in order to minister effectively with individuals, groups and structures both in the Church and wider society.
4. Enabling ordinands and lay students to engage creatively with the Five Marks of Mission and Reform and Renewal in the Church of England.
5. Engaging in teaching and supervising in the areas of Practical Theology and Mission as the College shall require, including in the Cambridge Theological Federation, for the Cambridge University, and Common Award degree programmes undertaken by ordinands, lay students and independent students (at undergraduate, masters and PhD levels). This includes supervising for the Cambridge BTh pastoral portfolio, and other possible outward-facing programmes.
6. Promoting the practical understanding and experience of mission and ministry for ordinands on attachments and placements, working closely with the Director of Contextual Training, who has particular responsibility for managing the arrangements and supervision of ordinands’ attachments to churches and chapels and parish placements (UK and overseas), including the Manchester Project and the Tutor there, and social context placements.
7. Working with the Director of Contextual Training and Director of Studies to support the development of a Contextual Pathway, the PC3 programme and the integration of contextual learning through all pathways.

**Pastoral responsibilities:**
8. Acting as a Pastoral Tutor to a group of ordinands, meeting with them weekly as a group and individually at the beginning and end of each term, and additionally as required, in order to prepare their Bishop’s Letter assessing their formation.
9. Sharing responsibility with the Principal and other staff for the work and well-being of the House as a whole.
House responsibilities:
10. Joining other staff members in participating in and leading worship during the week and serving as an example of prayerful discipleship.
11. Participating in the admissions process for new students.
12. Fostering good relations with other Federation Houses, and contributing to the well-being and running of the Cambridge Theological Federation.

Person Specification

Essential

Education:
1. Degree in Theology, and preferably in the areas of Practical Theology and Mission.

Knowledge/Experience/Skills:
1. Significant experience in leadership, especially in a parish setting.
2. Expertise in areas of Practical Theology and Mission, with a lively enthusiasm for theological learning in context and experience of theologically reflective practice, to resource staff as well as students.
3. A record of achievement in teaching and learning, preferably in higher education and/or theological training, including strong adult education skills.
5. A well-thought out vision for teaching and learning in theological education.
6. An evident commitment to a broadly sacramental practice and theology of mission.

Personal Attributes:
1. Evident disposition to work collaboratively, creatively and enthusiastically to deliver the strategy of Westcott House for the effective formation of ministry and mission.
2. A commitment to flexible modes of residential theological training
3. A natural and effective communicator.
4. Administrative adeptness, including efficiency, attention to detail, and timely completion of tasks.
5. A capacity to engage effectively with Christians from a range of traditions and backgrounds.
6. An easy, pastoral presence with others.
7. It has been determined that there is a genuine occupational requirement, (GOR) as defined in Equality Act 2010, Part 1, Schedule 9, for the candidate to be a baptized Christian and sympathetic to the work and ethos of an liberal-Catholic Anglican theological college.

Desirable

1. Research or higher degree, preferably PhD or equivalent, and preferably in the area of Practical Theology and Mission.
2. Current research activity and an intention to engage in research in the area of Practical Theology and Mission.
This post is open to ordained and baptized lay applicants from the Anglican Communion and its ecumenical partners. The post-holder will have some secretarial support.

Conditions of Service

1. The post becomes available from 1st September 2020, but the start date is open to negotiation upon appointment offer.

2. Salary is net at the Lichfield Scale - a median of incumbents' stipends - reviewed in April each year and currently £27,240 per annum. In addition there is a responsibility allowance, currently £1556 per annum. There are also allowances for books (c. £768 p.a.) and entertainment costs (c. £500 p.a.). Travel expenses are paid, including mileage, for necessary journeys on College business. There are free meals during term, Monday to Friday, in College. A study is provided in College. Post-holders would be eligible to join the Church of England non-contributory pension scheme.

3. Accommodation will be provided free of rent and Council Tax in a 3-bedroomed house within Westcott House. If the successful applicant chooses not to live in this accommodation, a housing allowance will be paid, consistent with the practice in the Diocese of Ely. This will be discussed on appointment.

4. Staff members are entitled to six weeks' holiday each year - usually a week at Christmas and Easter and four weeks in the summer as well as time for retreat. Conferences are regarded as work, unless they entail being away for more than two weeks in the year. Up to 1% of salary may be provided to support attendance at conferences.

5. A sabbatical lasting April - August inclusive is given once in every five year period of service (i.e. the Easter term plus freedom from College duties until the beginning of September).

May 2020