

**Two Tutors in Theology**

***Faithful worship – Eager learning – Diverse community:***

***Formation for generous service in God’s Church.***

Cuddesdon treasures and seeks to reflect the comprehensiveness of the Church of God for God’s world. Believing that there neither is nor should be any division in the Body of Christ, we are committed to the flourishing of all and to building a community in which this is realised by the grace of God, where all play unique and complementary parts in the service of the Gospel.

Within this ordered unity there is much diversity, promising both enrichment and challenge for each individual. We believe that each member brings particular gifts and insights and is to be a blessing to the others. Diversity calls for generosity on the part of each, more than mere tolerance, and a recognition that all are likely to experience sacrifice, as well as affirmation and acceptance, as we grow together in God’s wisdom and love.

We rejoice in our unity and celebrate our diversity through a commitment on all our pathways to faithful worship, eager learning and joyful table fellowship in diverse community. We seek to delight in our common calling, and in one another, to have fun as we learn and grow by God’s grace and to look for, and see, in one another and our joint enterprise, the fruit of the Spirit and the signs of the Kingdom.

Hospitality and environmental responsibility are at the heart of our common calling. We aspire to be an institution living in harmony with creation and a place of learning, association and refreshment for individuals and groups in a wide range of circumstances.

Ripon College Cuddesdon (‘Cuddesdon’), which is one of the larger and more complex of the Theological Education Institutions serving the Church of England, intends to appoint two Tutors in Theology (a total of up to 1.7 fte) to teach across a range of curriculum areas and to share in the formation and pastoral support of students in Cuddesdon, near Oxford.

Both at our centre at Cuddesdon, and through diocesan and other partnerships in three other centres, we are committed to the encouragement and formation of lay and ordained ministers of character and faithfulness, imagination and courage. We have developed strong relationships with dioceses expressed through regional courses and with the Church Mission Society to offer training and formation for Ordained Pioneer Ministers. We are well known as a centre of excellence attracting students from across the Church of England and further afield, across a range of ecclesiastical and theological traditions and – increasingly – a diverse range of educational and social backgrounds. The student body includes both full- and part-time, residential and non-residential students, single, partnered, with and without family commitments. We are proud of our reputation as a place where the ordained ministry of women has long been celebrated, whilst respecting that the Church recognises a range of positions on this matter.

Recent and ongoing areas of particular interest to us have included Ecotheology, Black Theology and the Science-Religion interface. As we continue to explore these agendas we remain open to new challenges and new possibilities, welcoming the particular enthusiasms and interests brought into our life by faculty and other colleagues, students and other members of our extended community.

The two universities to which Cuddesdon most directly relates are Oxford and Durham. Most students study for the Common Awards validated by Durham University, with some working for the Oxford University BA in Theology or MTh in Applied Theology or other Oxford degrees.

Cuddesdon is a member of the Oxford Partnership in Theological Education and Training which ensures close relationships with the other Anglican Theological Colleges in Oxford as well as colleges of other denominations (e.g. Baptist and Roman Catholic). We have welcomed non-Anglicans as staff members and so a commitment to ecumenical cooperation will be essential for these roles.

Cuddesdon has developed strong links across the Anglican Communion worldwide, including important relationships in Hong Kong, China, the West Indies, South Africa, New Zealand and the USA. We regularly welcome visiting scholars from overseas.

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Cuddesdon is keen to enhance the diversity of the background of its community and so welcomes applications from demographics currently under-represented amongst us.

JOB DESCRIPTION and PERSON SPECIFICATION

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| **Job title** | **Tutors in Theology (2)** |
| **Hours** | 1 Full-time 1 Part-time (0.5- 0.7 fte, by agreement) | **Salary**£28,900 (full-time – pro-rata for part-time appointment) |
| **Department** | Academic | **Location** | Ripon College Cuddesdon |
| **Reporting to** | Director of Formation or Academic Dean as line manger |
| **Key Relationships*** Principal
* Academic Dean and Director of Formation
* Academic colleagues
* Administrative colleagues
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| **Summary, purpose and objectives of the roles** |
| To share in the formation, training and teaching of ordinands and lay ministerial students in the context of a community that is both close and dispersed, helping Cuddesdon to articulate and be faithful to its missional character and calling, and individual students to articulate and realise individual callings as disciples and ministers of Jesus Christ. |
| **Main duties and responsibilities** |
| 1. To lead in the teaching, coordination and assessment of one or more academic subjects at least to Masters’ level on Cuddesdon-based courses for full-time and part-time students. To play a part in leading and teaching on weekend courses and annual spring residentials for part-time students.
2. To act as Personal Tutor to a specified number of full-time and Cuddesdon-based part-time students, including support and oversight of their formation and progress, and the writing of yearly reports.
3. To share in the administrative responsibilities of the College, as agreed, in relation to specific academic or formational programmes. Particular aspects to be allotted to one or other of the appointees will include Learning Support and support for students with SpLD, and oversight of Graduate programmes.
4. To attend weekly staff meetings in term, along with start of year planning meeting in September, post-term ‘Big Picture’ meetings after Michaelmas (Autumn) and Hilary (Spring) Terms and annual Staff Residential following Trinity (Summer) Term.
5. To share in the life of a student College Group, including limited attendance at its weekly meeting for worship and fellowship. (This responsibility will be subject to availability in the case of the part-time appointment: College Group meetings are scheduled for Friday mornings.)
6. To play a full part in the worshipping life of the College, including preaching and (if ordained) presiding at the Eucharist on weekdays in term time and certain non-residential weekends and spring residentials.
7. To be available for occasional teaching, as agreed, in off-site centres in Gloucester and Ludlow.

This is an indicative list of duties and responsibilities only, and should not be regarded as exhaustive. |

| **Person Specification**The individuals appointed to these posts will each have a love for the Church and its calling, deep reserves of resilience, a robust and palpable spirituality and a cheerful and collaborative disposition, delighting in the variety of the community we are and which we serve, and confident of the welcome they will receive and the value that will be attached to their contribution. Each will be eager to share in the social and worshipping life of a relatively tight-knit community in Cuddesdon and to engage in the wider life of our off-site pathways as appropriate. |
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| **Qualities** | **Essential** | **Desirable** |
| **Qualifications**  | A doctoral degree in a relevant field. | Ordained in the Church of England, or a Church in full Communion with it.Developed experience of pastoral ministry in a parochial (or equivalent) or chaplaincy setting. |
| **Knowledge and experience** | Familiarity with recent and developing thinking in (a) relevant curriculum area(s).Areas currently less well covered by the existing Staff include Doctrine, Ethics and New Testament. We would be particularly keen to appoint colleagues with qualifications and enthusiasm in one or more of these areas. | Experience of teaching and assessment at undergraduate and/or graduate levelDemonstrable interest/ experience in other areas of the curriculumKnowledge, experience or enthusiasm to support the learning of students with Specific Learning Differences. |
| **Skills & aptitudes** | Enthusiasm for teaching theology in the context of ministerial formation and a working knowledge of how academic and formational streams co-relate in theological training. |  |
| **Personal attributes** | Commitment to the training and formation of men and women in both residential and non-residential modes for ordained and lay ministry.Commitment to the values and aspirations of Cuddesdon as summarised in the Ethos Statement in the sidebar on page 1 above.The ability to work in a pressurised environment, yet able to model good self-care and a responsible work-life balance. |  |
| **Circumstances** | Availability for some weekend working, and also some evenings in term time (mainly Tuesdays) | Access to transport / availability for some teaching in off-site centres (e.g. Gloucester, Ludlow &c.) |

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| **Summary Terms & Conditions** |
| **Hours**: Appointees will be expected to manage their own working hours to meet teaching, pastoral and worship requirements within the framework of the overall College timetable. Teaching commitments are concentrated on Monday-Wednesday, with part-time students classes on Tuesday evenings. Some weekend and evening working will be required in both posts, as well as contribution to periods of residence by non-residential students.**Location**: Based at Ripon College Cuddesdon. Housing for the full-time post may be available in Cuddesdon. Alternatively a housing allowance is payable based on the Oxford Diocese amount of £14,010. This is included on a pro-rata basis for the part-time post.**Salary**: Salary and other benefits are set in line with the Lichfield Scale for Academic Staff Remuneration and Benefits Scale.**Contract:** These are permanent positions subject to satisfactory completion of a six month probation period in each case. **Holiday:** The full-time holiday entitlement is 6 weeks (for which a pro rataadjustment will be made as applicable) plus 8 bank holidays. Annual leave will not normally be granted during term time. **Pension**: Appointees will be offered membership of an appropriate Church of England Pension, including the Clergy Pension Scheme.**College Meals:** Appointees will be entitled to free meals in the College dining room during term time when the kitchens are open.*There is a Genuine Occupational Requirement (GOR) that these post-holders be Christians. Regulation 7(2)a of the Employment Equality (Religion or Belief) Regulations 2003 applies.**These posts are subject to DBS enhanced disclosure.* |

**Letters of application** should identify whether you are interested in the full-time or the part-time role, or either. Please indicate the curriculum areas for which you believe yourself to be qualified, especially ‘secondary’ subjects. You should include reasons for applying for the post and demonstrate how your aptitudes, enthusiasms, experience and qualifications match with the Job Description and Person Specification above. Letters should be sent, together with a completed application form, equal opportunities form, full CV and the names and full contact details of three referees to: The Principal, The Rt Revd. Humphrey Southern, Ripon College Cuddesdon, Oxford OX44 9EX or by email to sam.styles@rcc.ac.uk to arrive not later than **12 noon on Thursday 11th May 2023**. Interviews will be held at Cuddesdon on Wednesday 24th and Thursday and 25th May (attendance required both days). It is hoped that the successful applicants will be in post from 1st September, or as soon as possible thereafter ready for the start of Michaelmas Term 2023. Please note that if you are shortlisted for interview you will be required to provide evidence of your right to work in the UK. *The College is not currently licensed to sponsor visa applications to work in the UK.*