

## Programme Leader for Postgraduate Studies in Theology, Imagination and Culture

Deadline for Applications: Thursday, 13 July 2023 at 16:00  
Shortlisting: 18 July 2023  
Interviews: 25 & 26 July 2023  
Start date: 4 September 2023 or as soon as the candidate's notice period allows.



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### Background on Sarum College

The College's location in Salisbury Cathedral Close means that Sarum's life and work has been permeated by a strong sense of prayer, worship and calm nurtured through many centuries. The College is nourished by this location both spiritually and aesthetically, and draws on its own long tradition since the foundation of Salisbury Theological College in 1860.

Following its closure as an Anglican theological college, Sarum College was reborn in 1995 as an ecumenical centre for Christian study where all are welcome.

The College's work is grounded in the Benedictine spirit of generous Christian hospitality.

People come to Sarum for a variety of reasons: to retreat and take a break from ministry; to read, pray and think; to engage in postgraduate study; to train for ordination or lay ministry; to attend day programmes or explore spiritual direction; to stay for B&B, conferences, or to visit art exhibitions.

The College responds to the needs of the church and the world in innovative and progressive ways. Blended learning programmes train people for ministry, offer continuing ministerial development and awake or refresh a sense of vocation through theological learning.

The educational work of Sarum College is articulated within several different concentrations of developing work in areas of contemporary spirituality, ministry and formation, cultural and textual studies, theology, and leadership.

There are three distinct forms of educational work within the Sarum learning ecology: (i) non-accredited short courses, which provide a wide range of adult learning opportunities for students who are learning for leisure or seeking some professional development; (ii) BA and MA programmes specifically oriented towards ordained Ministry, offered through Durham University Common Awards; and (iii) two programmes of postgraduate study at MA, PG Dip, and PG Cert level validated by the University of Winchester:

Theology, Imagination and Culture  
Christian Spirituality

These two postgraduate programmes - Theology, Imagination, and Culture and Christian Spirituality – were revalidated in 2021.

Both programmes have a Programme Leader who is responsible for the management and development of their course of study. Sarum's core academic staff shape the College's educational programmes and select guest lecturers for their expertise in relevant subjects to achieve an exceptionally high standard of specialist teaching and learning.

The programmes are designed for part-time study and occupy a unique place among postgraduate study in the UK due to their academic specialisms. The quality of their educational provision is highly regarded by our University of Winchester colleagues, external examiners, as well as more widely.

Postgraduate students learn collaboratively in a modular curriculum, currently arranged around residential teaching intensives throughout the year. This distributed and flexible mode of delivery combines class-based and home-based study to allow working students and students at a distance to benefit from close contact with tutors and lecturers, with minimal disruption to domestic, ministerial, or professional obligations. Moreover, by consolidating our class-based teaching into four-day intensive breaks, the College is able to recruit world-leading scholars and seasoned practitioners to lecture on modules.

As part of the College's relationship with the University of Winchester, eligible Sarum academic faculty also supervise research students in the Department of History, Archaeology and Philosophy at University of Winchester as part of its PhD in Theology strand. This offers a convenient and strategic form of academic progression for high quality MA Sarum graduates.

Theology, Imagination and Culture at Sarum College

Sarum is widely known for its excellence in the area of Theology, Imagination and Culture.

The Programme Leader for the Postgraduate Programme in Theology, Imagination, and Culture takes a dynamic and holistic approach to developing the diverse learning opportunities it offers across the Sarum College learning ecology.

This includes making a distinctive contribution to Sarum's overall learning programme, including devising and leading courses for the Sarum short courses programme, contributing to the teaching on other Sarum postgraduate programmes and to the Sarum Ministry Programme, according to academic expertise.

The Programme Leader also shares responsibility for high standards of programme management and delivery in collaboration with University of Winchester colleagues. This includes playing a leading role in nurturing a research community at Sarum, developing personal research and being available for the supervision of postgraduate research students along with colleagues in the Department of Theology, Religion and Philosophy at the University of Winchester. The successful candidate will have an enthusiasm for working collaboratively with University of Winchester colleagues to further our partnership.

The programme has a relatively large number of optional taught modules as a distinctive feature of its provision as part of its validated offer; currently there are 12 optional modules alongside two core modules. The modules run each year are dependent upon student registration numbers. As with all Sarum MAs, students are currently required to complete six 20 credit taught modules over two years before progressing to the Dissertation in their third year.

The work of this and the other MAs at Sarum is supported by the MA Administrator who works 28 hours (4 days) per week.

## Job Description

Job Title	Programme Leader for the Postgraduate Programme in Theology, Imagination and Culture
Job Purpose	To oversee the delivery, development and expansion of the learning programmes related to or commensurate with the Postgraduate Studies in Theology, Imagination and Culture programme.
Line Manager	Director of Academic Development
Salary	£20,637 plus a pension contribution of 8.5% of salary to the nominated pension scheme, currently the Church of England Church Workers Pension Fund (Pension Builder Classic), and lunch in the Refectory on working days in College (when available).
Hours	The post is part-time which equates to 21 hours per week (0.6 FTE) at times to be agreed which will be known as normal working hours. Time off in lieu may be taken for working beyond normal working hours and there are occasions when it will be necessary to work outside normal working hours (during the evenings and at weekends) as the needs of the College reasonably requires. In normal periods (outside of homeworking as may be required for public health reasons), the post holder is expected to work in College a minimum of one day per week on average, regardless of where s/he is based.
Holiday	The annual leave entitlement is 15 days plus statutory holidays (pro-rata).

### Principal accountabilities of apportioned time

Lead the MA in Theology, Imagination and Culture	80%
Contribute to the planning and delivery of non-accredited distinctive study programmes and study days associated with topics related to theology, imagination, and/or culture	10%
Lead modules and/or deliver lectures in related Sarum accredited programmes	5%
Engage in original research	5%

### Primary responsibilities

1. Be responsible for the management and development of the Postgraduate Studies in Theology, Imagination and Culture Programme;
2. Convene the postgraduate programme in Theology, Imagination, and Culture modules, recruit external lecturers and contribute to the teaching of the modules according to academic expertise and interest;
3. Oversee supervision of Theology, Imagination & Culture MA students' Independent Study and the wider dissemination of high quality student work;

4. Arrange academic support of Theology, Imagination and Culture students by assigning Academic Tutors;
5. Marking, working with external examiners and the exam board;
6. Oversee the recruitment of students in cooperation with the MA Administrator and Marketing Department;
7. Share in the financial responsibility for programmes and liaise with the Bursar in relation to student and tutor fees;
8. Assist in planning and contribute in the delivery of non-accredited, short course educational activities;
9. Engage in strategic research in area of interest (for example, by pursuing opportunities to raise funding for individual or collaborative projects, disseminating research findings through teaching, publications and papers given at conferences and organising research-led conferences at Sarum College). Produce at least one peer reviewed publication or research-based monograph every two years;
10. Share in the responsibility for building a research community at Sarum and supervise and direct research students within the University of Winchester research partnership;
11. Attend and contribute to all relevant educational committees including operations and programme management meetings;
12. Contribute to teaching, development and delivery of programmes and modules in other areas of the College's academic work within areas of expertise as required.  
There is an expectation of being available for teaching contributions in the Centre for Formation in Ministry.

#### Person specification

##### Essential requirements for the post

1. Hold, or be in the latter stages of obtaining, a postgraduate qualification in theology or a cognate subject at PhD level.
2. Have evidence of excellence in teaching and an ability to design, deliver, and administrate modules taught at the Masters level.
3. Creatively and comfortably teach a wide range of students within the context of adult education.
4. Promote excellence in an interdisciplinary approach to the study of theology.
5. Have an understanding of the academic marketplace and a willingness to design educational opportunities for a variety of partners.
6. Be willing to work with individuals and groups from across a wide range of theological positions and traditions.
7. Be able to be present in college for at least 1/3 of one's working week (on average).
8. Be able to work some evenings and weekends as required.
9. Secure an enhanced DBS clearance.

##### Desirable requirements for the post:

1. Be entrepreneurial.
2. Be a Fellow or pursuant of fellowship in the Higher Education Association.
3. Have a record of research and publications in theology.
4. Have some awareness of the challenges and opportunities that face an educational institution like Sarum College.

5. Have some awareness of interdisciplinary and interprofessional approaches to work in theology.
6. Sympathy with Christian roots and values of the College.
7. Work with University of Winchester colleagues to support the research supervision.

## Further information about the College

- Sarum is a significant academic theological resource in the South of England, which is enriched by its excellent library. There are also a large number of non-validated education programmes which contribute to a community of learning, research and study. Sarum staff contribute to a number of innovative research projects.
- Sarum is ideally placed to respond to the changing needs of the regional bishops and is actively pursuing ways of doing so, including closer partnership with Salisbury Diocesan Continuing Ministerial Development as well as with leaders of other denominations.
- Sarum runs a number of residential programmes for clergy in their professional and ministerial development. It provides mentoring and supervision for clergy, and a place where clergy and others can take a break, stay for sabbatical, or take reading weeks. There is a steady stream of overseas visitors and groups who use the College as a place for retreat and study. Spiritual direction, supervision, leadership development and consultancy add richly to the more academic side of college life.
- Sarum welcomes groups who wish to use the College as a place to stay so that they can engage in their own work. These include Anglican groups (eg Bishops' senior staff teams and clergy cell groups), URC and Methodist groups, groups from other faiths and those concerned with alternative forms of spirituality. All value the accommodation, the working rooms, and the quiet location in the Close, with the rich worship of the Cathedral a short walk away.
- With 40 en-suite rooms, casual visitors may book Bed and Breakfast when bedroom availability allows. The College's B&B is a thriving trade and has proved to be successful since the refurbishment programme was completed. The College has a trading subsidiary for hospitality activity not directly linked to its own educational programmes.
- We work collaboratively to develop music and liturgy courses with the Royal School of Church Music (RSCM) whose administrative offices are in the College.
- The Benedictine community known as St Benedict's Priory (the Pershore, Nashdom and Elmore Trust) owns and lives in a house in the grounds of the College formerly occupied by the Principal. The monks join the College for lunch and enrich the College community with their prayers and presence.

## The Staff

There are approximately 40 full and part-time staff as well as additional casual staff in the kitchen and refectory who work when needed, and a number of volunteers. The College Leadership Team consists of:

The Principal leads the team and the educational work of the College.

The Director of Finance and Facilities leads on College finances, HR, and health and safety of the College.

The Director of Marketing and Communication leads on external and internal communications and overall College profile and branding.

The Director of Academic Development is the overall lead for the MA Winchester programmes and supports the Sarum academic staff in development of Sarum College's learning offer.

The General Manager of Hospitality leads on all aspects of the residential services of the College, including catering, conferences and facilities management.

## The Building

Sarum College stands in the North East corner of the Close in Salisbury, is Grade 1 listed and is in a good state of renovation. There are four main sections to the building – the oldest part is attributed to Christopher Wren. When Bishop Hamilton founded the College in 1860 to provide for necessary training for new priests for his diocese, a major extension was built by the Victorian architect William Butterfield. Following the merger of Salisbury and Wells theological colleges, two much more modern extensions were added, the East wing and the library/refectory block.

All bedrooms in the Wren and Butterfield parts of the building are ensuite providing 40 rooms, 14 of which are double or twin. There is also a fully accessible guest room on the ground floor. Meeting rooms have been added and others refurbished. High speed Wi-Fi is available throughout the building.

## Programme Leader for the Postgraduate Programme in Theology, Imagination and Culture

Sarum College, 19 The Close, Salisbury SP1 2EE

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

If you would like to have an informal conversation about the post to help you decide whether to apply, please contact the Director of Academic Development, Dr Jayme Reaves, by email at [jreaves@sarum.ac.uk](mailto:jreaves@sarum.ac.uk) or the Principal, Rev Canon Professor James Woodward by email at [jww@sarum.ac.uk](mailto:jww@sarum.ac.uk)

If you wish to apply for the post, please provide the following:

- A covering letter explaining why you wish to be considered for this post;
- A full academic CV;
- A sample of published academic work; and
- The names of two referees, one of whom must be your current or most recent employer. Please state in your cover letter whether the College may contact referees before interview.

Please be aware that under the Immigration Asylum and Nationality Act 2006, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants will be asked to provide proof of their employable status before the College can confirm any offer of appointment.

The appointed applicant will be required to complete a Confidential Declaration relating to safeguarding complete a Basic DBS check.

This appointment is subject to a six-month probationary period, which may be extended.

To email your application, please send it to the MA Administrator, Chris Whimpenny, at [cwhimpenny@sarum.ac.uk](mailto:cwhimpenny@sarum.ac.uk)

Applications may also be submitted in hardcopy to:

Sarum College  
19 The Close  
Salisbury  
SP1 2EE

### Short-listing

Applicants will be short-listed for interview on the basis of information provided and its relevance to the post requirements set out in the job description and person specification. The deadline for applications is 4pm on Thursday, 13 July 2023. Short-listing will be 18 July 2023 and interviews will be held 25-26 July. Start date with handover will be Monday, 4 September 2023 or as soon as the candidate's notice period allows.

Please note your signed application form gives Sarum College the right, under the Data Protection Act 1998, (the "DPA") and the General Data Protection Regulation (the "GDPR") to process the information you have given, including data of a sensitive nature, for processes relating to your application for employment. Any processing of the data by Sarum College will be in accordance with its Data Protection Policy and the processing principles set out in the DPA and GDPR.