



# **Anglican Chaplain to Lancaster University Recruitment Pack**



Thank you for looking at this information pack for the role of the new chaplain in Lancaster University.

St Thomas' (more informally known as St Tees) will be making the appointment with the support of the Diocese of Blackburn and in partnership with the University of Lancaster. This is such an exciting time to be ministering across all three organisations.



St Tees is a hugely inspiring church, with a rich history of renewal, discipleship and mission. It has long had a powerful ministry with students in the city – connecting with them in a deeply significant season of their lives, and with consequences that often last a lifetime. You will become a valued member of a dedicated and creative staff team at St Tees.

For myself, I was licensed as vicar of St Tees at the beginning of September and am loving settling into life in a thriving city as well as into ministry in such a warm and welcoming church.

If you would like an informal conversation around this post, please feel free to make contact with me at [mark@st.tees.org.uk](mailto:mark@st.tees.org.uk).

We are all very excited about this new role which we pray will facilitate a new season of transformative engagement with students in Lancaster.

**Rev Mark Bradford**



## Welcome!

Thank you for taking an interest in becoming the new Anglican Chaplain to Lancaster University.

It's an exciting time to join the Diocese of Blackburn, St Tees and the University of Lancaster. This role has emerged from a growing partnership between Blackburn Diocese, Lancaster University and St Tees. The University celebrates its 60<sup>th</sup> year in 2024 and is dynamically stepping forward to meet the needs of its staff and student communities in the 21<sup>st</sup> century in this country and across the globe. Lancaster University leads in teaching and research and seeks to provide students with an outstanding experience and effective support. As a Diocese we continue to energetically pursue Vision 2026. Our Vision has the ambition to see *healthy churches transforming communities* across Lancashire, by *Making Disciples, Being Witnesses, Growing Leaders and Inspiring Children and Young People..*

As you will see from this pack, we are seeking a new Anglican Chaplain who will both be a bridge between the University and the Church and offer sanctuary spaces within the University. The new Chaplain will be well supported as part of St Thomas' and University Chaplaincy teams, and this will be complemented by wider Diocesan support so that they and their ministry can flourish.

Symbolically, the actual Chaplaincy building is situated at the centre of the university campus, in the form and with the logo of an over-flowing spring. That sums up my prayer for Lancaster University – that the life-giving waters which Jesus offers might overflow in hearts of staff and students to bring life in Lancaster, Lancashire and far beyond.

If you think the Lord might be calling you to this exciting and important opportunity, then please get in touch with Rev Mark Bradford for an informal conversation.

Be assured of my prayers

**Rt Rev Dr Jill Duff**  
**Anglican Bishop of Lancaster**



The chaplaincy service is at the heart of meeting the health, wellbeing and spiritual needs, of our staff and students, enhancing the diversity of the University, contributing to its Equality, Diversity and Inclusiveness aims, and ensuring a high-quality student and staff experience. In turn, this contributes to satisfaction, retention and success. Lancaster University Chaplaincy exists to support the pastoral needs of all students and staff, including those with faith and with no faith, and forms part of our established student and staff wellbeing offer.

Chaplaincy at the University has a huge opportunity to be at the centre of faith and non-faith based pastoral support, maximising creativity and innovation in the chaplaincy service, endeavouring to be excellent in providing its service to our communities. This is a wonderful opportunity to serve those communities which are diverse and energetic and to join a team of chaplain and university professional service staff who are passionate about what they do.

We're looking forward very much to welcoming our new Anglican chaplain who we very much hope will be at the very heart of everything we do and will support the chaplaincy to flourish and go from strength to strength.

**Sarah Kemp**  
**Pro Vice Chancellor Engagement**



The Chaplaincy, Lancaster University

## 1. Job Description

**Job title:** Anglican Chaplain to Lancaster University  
**Reporting to:** The Vicar of St Thomas Church, Lancaster

## 2. Background

The Diocese of Blackburn serves almost the whole of the county of Lancashire with a population of 1.6 million. It is divided into 14 Deaneries and two Archdeaconries (Blackburn and Lancaster). The Diocese covers an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire, from the University cities of Preston and Lancaster to the seaside towns of Blackpool and Morecambe, from elegant villages to Presence and Engagement Parishes. We have parishes of all traditions and are strongly committed to the principle of mutual flourishing.

St Thomas' Church, also known as St Tees, has been a strong church community in the heart of the city of Lancaster since the 1840s. It has seen revival in many decades, and ministers within and without the city and university communities. St Thomas' is committed to being a church which is a **welcoming home**, where God is at the centre, being **deeply rooted**, in Christ, the church and in our city, being **radically compassionate**, sharing God's love to all of his world and being **generously sent**, in the power of His Spirit. This includes a thriving youth and children's work and a large staff team. There are different branches to the work at St Tee's including a family life centre, a work with asylum seekers and an eco church initiative. There are many students among the regular members of the church.

Lancaster University was established in 1964 and is consistently in the top 15 universities in British league tables. It is a popular research-intensive university with an outstanding international reputation that has 5 campuses across the globe and the Lancaster campus at Bailrigg attracts students from all over the world. There are over 3,000 staff and c.16,000 students based at the Bailrigg campus in Lancaster representing over 180 nationalities. Students live on campus in the first year, and in subsequent years can live either on campus or in the surrounding areas in the city of Lancaster. It is one of only 6 collegiate universities in the UK with 9 colleges supporting students with pastoral and social support.

## 3. Purpose of the Role

This role seeks to offer sanctuary and be a bridge between the University and the Church.

In offering sanctuary, the new Anglican Chaplain will engage in holistic mission by playing a full role in the pastoral life of the University alongside colleagues within the multifaith chaplaincy team. In doing so the Anglican Chaplain will live out their Christian faith by providing high-quality pastoral care to staff and students, especially in times of hardship or crisis as they navigate the higher education environment and context. This commitment to pastoral care will be complemented by developing a renewed Christian

worshipping presence on campus that provides a spiritual sanctuary for those seeking Christian sustenance.

The Chaplain will strengthen the interface between the University and the Church, and visa-versa, to ensure the needs of the University community are met. This will primarily be facilitated by being located within the St Tees team and the Diocese of Blackburn, but also by signposting people to other local churches and traditions where appropriate. The Chaplain will also network and connect with other individual university chaplaincies and the HEI chaplain community to share expertise and to offer support, especially at the University of Cumbria where they will be a volunteer Assistant Chaplain. The University of Cumbria Chaplain will also be a volunteer Assistant Chaplain for Lancaster University.

While Lancaster University will be the Anglican Chaplain's primary commitment, they will be also be a fully integrated part of the St Thomas' ministry team. This will likely – though not inevitably – involve oversight of the St Tees student work, which includes a student tea on a Sunday, the 7@StTees gathering, and mid-week student life groups. St Tees staff team meetings are currently from 12-3pm on a Tuesday – and incorporate lunch and devotional time, mutual encouragement and community together, as well as administration and planning.

## 4. Key Responsibilities

- Lead the provision of Anglican Christian ministry within Lancaster University and support the Chaplaincy at the University of Cumbria.
- Engage in holistic mission, including by providing pastoral care to staff and students of all faiths and none and signposting to specialist University services as necessary.
- Re-establish a regular Anglican Christian worshipping community within the University.
- Nurture and support links with Christian organisations, especially student-led Christian associations operating through the Lancaster University Students' Union, hearing the student voice and developing services that is responsive to their needs.
- Develop and lead on specific projects to enhance the overall work of the Chaplaincy eg student drop-ins or celebrations, staff support groups
- Support the Christian vocational development of Lancaster University staff and students.
- Work collaboratively as part of both the Chaplaincy and wider Student Wellbeing Services teams signposting to advice and guidance for staff members in their mission to support student mental health and wellbeing.
- Be an integrated active member of the St Thomas' ministry team.
- Build bridges between the University and the Church, especially the local churches of Lancaster.
- Support the University priorities through participation eg in Graduations, student celebrations, Open Days, Freshers' Week, Carol services etc
- Supporting the work of the wider Chaplaincy team in planning, development and reflection
- Undertake offices of funerals and weddings as required

- An active member of local and regional chaplains in the higher education community, sharing good practice and evaluating interventions for adoption at Lancaster University.
- An active member of the Lancaster University Chaplaincy Management Committee advancing the strategic and operational aims of the Chaplaincy Trustee Board, reporting progress, issues and risks as appropriate.
- Abiding by all University policies and training with respect to issues such as Prevent, Safeguarding, Equality, Diversity and Inclusion, Mental Health Awareness

## 5. Key Relationships

### Church/External

- The Vicar of St Thomas', who will be the Anglican Chaplain's line manager.
- The Bishop of Lancaster, who is the Episcopal Lead for University Chaplaincy.
- The Deputy Diocesan Director of Education, who is the senior diocesan staff member with responsibility for University Chaplaincy.
- The Anglican Chaplain to the University of Cumbria
- Chaplains in the local and regional Higher Education community

### University

- The University of Lancaster's Associate Director of Student Wellbeing Services, who oversees Chaplaincy within the University.
- The Spiritual Care Co-ordinator and other members of Lancaster University's Chaplaincy Team

## Person Specification

### (1) **Genuine Occupational Requirement**

There is an occupational requirement for the post-holder to be a practising Christian, and a member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.

### (2) **Enhanced DBS**

This post will be subject to a satisfactory enhanced DBS check.

### (3) **Qualifications**

#### *Essential*

- An Anglican Priest
- Completion of a pre and post ordination theological training programme within a Church of England context.
- Evidence of continuing professional and self-development.

#### *Desirable*

- A degree or equivalent in Christian theology and ministry.

### (4) **Experience**

*Essential*

- An Anglican Priest of good standing who takes genuine delight in their own call to service and lives it out in a way that can be a role model to others.
- Some experience (e.g. a placement) of chaplaincy in an educational setting.

*Desirable*

- Experience of being employed as an Anglican chaplain in an educational setting, especially as a University Chaplain
- Experience of providing pastoral care to clients/students living away from home, parents or social networks
- Experience of providing bereavement support and/or leading memorial services to support bereaved staff/students and friends

**(5) Knowledge and Skills**

*Essential*

- Excellent interpersonal skills with the ability to network, collaborate and readily build trust with a diverse range of people and organisations to create communities with a shared purpose
- Able to exercise a high degree of personal initiative in organising their own work
- Ability to organise and publicise events and programmes.
- Well-developed administrative skills
- A good working knowledge of Microsoft IT packages such as teams, Word, Excel and Powerpoint.

*Desirable*

- A well-developed understanding of the contemporary higher education sector and challenges facing students and staff in their daily lives.

**(6) Personal**

*Essential*

- A person who is loyal to the inheritance of faith revealed in the Scriptures, who is excited by the Gospel and articulate in communicating the saving news of God in Jesus Christ.
- A person of prayer who is serious and disciplined about their own formation in Christ.
- Someone who takes real delight in the breadth of the Church of England with a genuine appreciation of the Five Guiding Principles and the willingness to work in diverse cultural and theological contexts.
- A person who can flourish in an worship setting, is secure in their own tradition and willing to work beyond it to support staff and students of other faith background and traditions and none.
- Someone who can play a constructive role as part of a wider parish and multi-faith chaplaincy team.
- A team player who displays advanced relational and emotional intelligence and can work well with those they differ from.
- An enthusiast who can inspire others.
- A heart for Christian service and hard work.

**(7) Other**

*Essential*



- Flexibility to work evenings and weekends.
- Willing to travel both within the Diocese and beyond.
- Full Driving licence and use of car for work purpose.

## 6. Outline of Terms and Conditions

**Employer:** You will be employed by St Thomas Lancaster Parochial Church Council

**Salary:** Clergy equivalent package including either housing or housing allowance

**Hours:** This is a full-time role based on a 6 day working week, but the post holder may be required to work additional hours as to meet the reasonable requirements of the role. The hours will roughly be split 25% St Thomas' and 75% Lancaster University with allowance for flexibility at the intensity of university time pressure periods and less busy seasons.

**Location:** The post holder will be based at the University of Lancaster and St Thomas, Lancaster. The nature of the role requires occasional travel around the diocese, and sometimes beyond. A smartphone and laptop can be provided to assist.

**Pension:** Pension Scheme, 10% employer contribution 2% minimum employee contribution. Membership of the Clergy pension scheme is available via a salary sacrifice.

**Annual leave:** The full-time entitlement is 30 days (not including statutory bank holidays). The holiday year runs from 1 January to 31 December. This role requires annual leave to be taken only outside of University term times.

**Probationary period:** The appointment is subject to the satisfactory completion of a six-month probationary period.

**Notice Period:** During the six-month probationary period two weeks' notice is required on either party. Thereafter you will be required to give three months' notice should you wish to resign.

**Expenses:** Reasonable expenses will be reimbursed.

**Relationship with the University:** It is a condition of employment that the Anglican Chaplain retains the good will of the University to perform their duties.

**Right to work:** The post-holder must have the right to reside and work in the UK.

## 7. How to Apply

Applications via the Church of England's *Pathways* website are invited. For an informal conversation regarding this post please contact the Revd Mark Bradford [mark@st.tees.org.uk](mailto:mark@st.tees.org.uk)

Closing date: 14<sup>th</sup> January 2024

Interview date: 2<sup>nd</sup> February 2024

## Appendix 1: Additional Information

[St Thomas' Church Lancaster \(tees.org.uk\)](https://tees.org.uk) has information on the life and ministry of St Thomas Church

[Blackburn Diocese](#) has information on Vision 2026 for the Diocese of Blackburn

[Blackburn DBE](#) has information on the work of the Diocesan Board of Education

[Home | Lancaster University](#) has information on the University of Lancaster