

**Anglican Chaplain**

**to the**

**University of Cumbria**

**in Lancaster**

**Recruitment Pack**

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Thank you for your interest in the post of Chaplain to the University of Cumbria at Lancaster. This appointment is a significant appointment for us as we begin to shape the next phase of our parish’s life in line with our emerging vision, part of which is a commitment to inspiring Christian disciples of all generations, including University students in our congregation, parish and city.

The successful candidate will be joining a team of people who are fully committed to the flourishing of mission and ministry at the heart of our parish, city and across the wider Diocese of Blackburn. We are very much looking forward to supporting the chaplain and whole community at the University of Cumbria at Lancaster. I hope that the pack encourages you to consider applying, and we look forward to hearing from you.

**The Revd Leah Vasey-Saunders, Vicar of Lancaster**



If you would like an informal conversation about this role, please be in touch with Revd Leah Vasey-Saunders vicar@lancasterpriory.org.

Welcome from the University of Cumbria

Thank you for showing an interest in our university. We are very much looking to welcoming our new Lancaster Chaplain, and the values, perspectives and passion they will bring, to support and sustain us, as we move forward on the pilgrimage that we began in 2007. A journey we walk with many, who join and leave us at many points on the journey and one we walk with Archbishop Stephen amongst us, providing welcome encouragement and wisdom.

The University of Cumbria was established for a reason and our [Towards 2030](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.cumbria.ac.uk%2Ft2030%2F&data=05%7C01%7Cemma.bales%40cumbria.ac.uk%7Cf9281fd2cd0b4035410e08dbb5bbdba6%7Cb627db1d99584fd18ea48ac3b27cf00f%7C1%7C0%7C638303590664581367%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C7000%7C%7C%7C&sdata=cEdpGsnBC8fujffY8kUbmi905LTY91mnPT8buRj7GCo%3D&reserved=0) strategy sets this out.

Our vision is to transform lives and livelihoods through learning, applied research and practice – for now and for our future generations.

Our mission a clear and simple one: to inspire and equip our graduates, communities, economy, and environment to thrive.

With campuses in Carlisle, Ambleside, Lancaster and London (and soon Barrow) and 14000 students, our geographical and student profile is all encompassing incorporating young, mature, on-campus, off-campus, living at home, studying away, learning through working, learning whilst working, full or part-time, on-line or flexible, from our region or the other side of the world.

So whilst we are young, we are also ambitious. We are progressive and keen to continually improve. In doing so, respecting our raison d’être and deep roots in the arts, education and the church.

Our Chaplain plays an important role in this and in so many ways both visibly and beyond sight. From supporting the pastoral, well-being and spiritual needs of our staff and students to role modelling and advocating the faith-based values at the core of our establishment in many and varied ways.

Hence, this role as our Lancaster-based Chaplain is an exciting opportunity, working in partnership with the Diocese and our Carlisle-based Chaplain, to enhance and develop the ministry of the Chaplaincy to reach across and into our diverse community.

I hope like me, you are excited and inspired at the opportunities this provides to be part of a community that impacts on so many and in so many different ways.

We look forward to hearing from you.

**Julie Mennell**

**Vice Chancellor**

**University of Cumbria**

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**Welcome!**

Thank you for taking an interest in becoming the new Anglican Chaplain to the University of Cumbria in Lancaster. I hope you will find the information in this pack useful and inspiring.

It’s an exciting time to join the Diocese of Blackburn and the University of Cumbria. The University is relatively young but is dynamically stepping forward to meet the needs of the 21st century, and 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 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 the Priory and University Chaplaincy teams, and this will be complemented by wider Diocesan support so that they and their ministry can flourish.

If you think the Lord might be calling you to this fabulous role then please get in touch with the Revd Leah Vasey-Saunders for an informal conversation.

Be assured of our prayers for you as you explore this role.

**Rt Rev Dr Jill Duff**

**Bishop of Lancaster**

# Job Description

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| **Job title:** | **Anglican Chaplain to the University of Cumbria in Lancaster** |
| **Reporting to:** | **The Vicar of Lancaster Priory** |
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# 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.

Lancaster Priory has been a place of Christian worship since the sixth century and is now one of the Church of England’s ‘Greater Churches’. It is well established as the civic church in Lancaster, with an outstanding reputation for choral music and is increasingly engaging in innovative mission and outreach. This includes ‘church planting’ onto the Marsh Estate and this new chaplaincy post.

The University of Cumbria has roots in the Church of England and the Archbishop of York is their Chancellor. It was formed in 2007 by the merger of St Martin’s College, the Cumbria Institute of the Arts and the University of Central Lancashire’s Cumbria sites, and it now operates from campuses spread across Cumbria and North Lancashire. The Lancaster Campus is home to around 2000 students and 500 staff.

Lancaster is situated in the north west of England and stands on the banks of the River Lune. To the west lies Morecambe Bay, to the east the hills of the Forest of Bowland and Yorkshire, to the south Preston, Blackpool and the Fylde and to the north the Lake District. Lancaster’s magnificent castle and the ancient Priory church command a prominent position overlooking the River Lune, set among fine Georgian buildings and Roman and Saxon remains. This conservation area has stunning views across Morecambe Bay to the Lakeland hills from both the church grounds and the adjacent vicarage.

Transport links are good – the West Coast main line offers easy travel to Manchester, London and Glasgow etc., and the M6 connects us north and south. The nearest airports are Manchester, Liverpool and Leeds.

The city of Lancaster and its surrounding villages has a population of around 146,038. Its main employers are education and health, especially the Royal Lancaster Infirmary and Lancaster University, one of the UK’s top ten universities. There is also the main campus of a second university, the University of Cumbria. The presence of large numbers of students in the city creates a vibrant and lively atmosphere.

The shopping centre, bus and railway stations are within a short walk of the church and a network of cycle paths is easily accessible.

Culturally, Lancaster has a thriving music scene spanning the spectrum of classical through folk, jazz and rock. There are two theatres, a cinema and art house cinema. Annual festivals of literature, jazz and Light up Lancaster are well attended.

# 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 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 Chaplain will live out their Christian faith by providing high quality pastoral care to staff and students, especially in times of crisis. This commitment to pastoral care will be complemented by developing a renewed Christian worshipping presence on campus to provide a spiritual sanctuary for those seeking Christian sustenance.

As a bridge, the Chaplain will connect the University with the Church and visa-versa. This will primarily be through being based within the Priory team and the Diocese of Blackburn, but also by signposting people to other local churches and traditions where appropriate. The Chaplain will also connect with other university chaplaincies to share expertise and to offer support, especially at the University of Lancaster where they will be a volunteer Assistant Chaplain. The University of Lancaster Chaplain will also be a volunteer Assistant Chaplain for the University of Cumbria.

While the University of Cumbria will be the Chaplain’s primary commitment, they will be also be a fully integrated part of the Priory ministry team.

# Key Responsibilities

* Work in partnership with the Carlisle based Chaplain to lead the provision of Anglican Christian ministry within the University of Cumbria and support the Chaplaincy in the University of Lancaster.
* Work collaboratively as part of both the Chaplaincy and wider HR and Student Services teams..
* Engage in holistic mission, including by providing pastoral care to staff and students of all faiths and none.
* Re-establish a regular Christian worshipping community within the University.
* Nurture and support links with Christian organisations, especially student-led Christian associations.
* Co-ordinate and collaborate with the Honorary Chaplains to support the needs of students and staff of other faiths.
* Support the vocational development of staff and students.
* Be an integrated active member of the Priory ministry team
* Lead on work with 18-30s in the church,
* Build bridges between the University and the Church, especially the local churches of Lancaster.
* Undertake offices of funerals and weddings as required
* Be an active member of local and regional chaplains in the higher education community, sharing good practice and evaluating interventions for adoption at the University of Cumbria.
* Collaborate with the Carlisle based Chaplain and the Equality Diversity and Inclusion Manager in the delivery of events
* Abide by all University policies and training with respect to issues such as Prevent, Safeguarding, Equality, Diversity and Inclusion, Mental Health Awareness
* Support the University priorities through participation eg in Graduations, student celebrations, Open Days, Freshers’ Week, Carol services etc
* Participate in appropriate University committees or working groups

# Key Relationships

 **Church**

* The Vicar of the Priory, who will be the Chaplain’s line manager.
* The Anglican Chaplain to the University of Lancaster.
* The Bishop of Lancaster, who is the Episcopal Lead for University Chaplaincy.

**University**

* The Deputy Vice Chancellor of the University of Cumbria who oversees Chaplaincy within the University.
* The University of Cumbria’s Director of Student Services.
* The Director of People and Culture at the University of Cumbria.
* The other members of the University of Cumbria’s Chaplaincy Team.
* The University of Cumbria’s Equality Diversity and Inclusion Manager.
* The University of Cumbria’s Student Union representatives.

**Diocese**

* The Deputy Diocesan Director of Education, who is the senior diocesan staff member with responsibility for University Chaplaincy.

# 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.

1. **Enhanced DBS**

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

1. **Qualifications**

*Essential*

* A permanent 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 theology and ministry.
1. **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 a chaplain in a educational setting, especially as a University Chaplain
	+ A well developed understanding of Safeguarding and Prevent duties incumbent on Universities
1. **Knowledge and Skills**

*Essential*

* Ability to network, collaborate and readily build relationships with a diverse range of people and organisations.
* Ability to organise and publicise events and programmes.
* Able to exercise a high degree of personal initiative in organising their own work.
* Well developed administrative gifts.
* A good working knowledge of IT.

*Desirable*

* + A well developed understanding of the contemporary higher education sector.
1. **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 a liturgically rich worship setting, is secure in their own tradition and willing to work beyond it.
* Someone who can play a constructive part as part of a wider parish and multi-faith chaplaincy team.
* A team player who displays advanced relational intelligence and can work well with those they differ from.
* An enthusiast who can inspire others.
* A heart for Christian service and hard work.
1. **Other**

*Essential*

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

# Outline of Terms and Conditions

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

**Salary:**  Clergy equivalent package with 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.

**Location:** The post holder will be based at the University of Cumbria, Lancaster Campus and The Lancaster Priory. 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.

**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 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.

# How to Apply

Applications via the Church of England’s *Pathways* websiteare invited.

For an informal conversation regarding this post please contact the Revd Leah Vasey-Saunders vicar@lancasterpriory.org

Closing date: 6th November 2023

Interview date: 21st November 2023

Appendix 1: Additional Information

[Lancaster Priory](https://lancasterpriory.org/) has information on the life and ministry of the Priory

[Blackburn Diocese](http://www.blackburn.anglican.org/) has information on Vision 2026 for the Diocese of Blackburn

[Blackburn DBE](https://www.bdeducation.org.uk/) has information on the work of the Diocesan Board of Education

[University of Cumbria](https://www.cumbria.ac.uk/) has information on the University of Cumbria