



**Anglican Chaplain  
to  
Lancaster University  
Recruitment Pack**



## 1. Job Description

**Job title:** **Anglican Chaplain to Lancaster University**

**Reporting to:** Head of Children, Youth and Chaplaincy at the Board of Education & Lead Chaplain at Lancaster University



## 2. Purpose of the Role

This role is an invitation to join the Lancaster University Multi-Faith Chaplaincy Team. The primary responsibility will be to serve as a hospitable Christian presence in both word and action, signposting and networking those of faith and no faith. Operating out of the main Chaplaincy Centre, the Anglican Chaplain will proactively engage the wider university by offering a Christian presence across all areas of campus and connections in the city of Lancaster.



Interfaith cooperation is at the heart of the 'Chaplaincy Team' which comprises a number of 'Honorary Chaplains' from across the faith traditions, in which the Anglican Chaplain will serve as a senior member.

The Anglican Chaplain will journey alongside staff and students to deepen their Christian faith and pursue their vocational calling. Part of this will be the leadership of an emerging and committed worshipping Christian community of staff and students which meets weekly in the Chaplaincy, in partnership with the Lead Chaplain.

## 3. Key Responsibilities

- Lead the provision of Anglican Christian ministry within Lancaster University
- 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.
- 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.
- Support the Christian vocational development of Lancaster University staff and students.

- Work collaboratively as part Lancaster Chaplaincy Team which sits within the wider Student Wellbeing Services teams signposting to advice and guidance for staff members in their mission to support student mental health and wellbeing.
- Foster & grow the on-campus Worshipping Community with the Lead Chaplain.
- Build bridges between the University and the Church, especially the local churches of Lancaster of all denominations
- Support the University priorities through participation eg in Graduations, student celebrations, Freshers' Week, Carol services, Graduations, Student & Staff bereavements support, Student & Staff death
- Supporting the work of the wider Chaplaincy team in planning, development and reflection
- Undertake memorial services and the 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 Team
- Abiding by all University policies and training with respect to issues such as Prevent, Safeguarding, Equality, Diversity and Inclusion, Mental Health Awareness
- There is so much scope for ministry on campus that the balance of the role can be shaped round the passions and gifts of the person recruited.
- Offer collegial support to the Anglican Chaplain at the University of Cumbria at their Lancaster campus, who in turn will reciprocate their support to you.



## 4. Key Relationships

### Church/External

- Head of Children, Youth and Chaplaincy in the Board of Education who will be the Chaplain's line manager within Blackburn Diocese
- The Bishop of Lancaster, who is the Episcopal Lead for University Chaplaincy.
- The Anglican Chaplain to the University of Cumbria
- Chaplains in the local and regional Higher Education community

### University

- The Lead Chaplain of Lancaster University who will be the Chaplain's line manager within Lancaster University. (A working agreement will be drawn up to delineate clearly the roles of the Diocese & University line managers).
- The University of Lancaster's Associate Director of Student Wellbeing Services, who oversees Chaplaincy within the University.

## 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*

- A 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 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 Anglican 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 with appropriate notice
- Willing to travel both within the Diocese and beyond.
- Full Driving licence and use of car for work purpose.

## 5. Outline of Terms and Conditions

**Employer:** You will be employed by the Blackburn Diocese Board of Education

**Salary:** £37,237 per annum based on 42 hours per week.

**Hours:** This is a full-time role (42 hours over a 6-day week). We also welcome part-time applications, with hours to be agreed.

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

**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). Pro rota for part time employees. 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:** No notice is required for the first four weeks. Thereafter, four weeks' notice applies during probation, increasing to twelve weeks after successful completion.

**Expenses:** The role holder is entitled to claim for all reasonable expenses. This does not include travelling to the base of work but does include any excess travel to other locations above the normal home to base of work mileage.

**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.

## 6. How to Apply

Applications will be invited by applying via the Blackburn Diocese website vacancy page at [General vacancies | The Diocese of Blackburn](#)

Deadline: 8<sup>th</sup> June 2026

Interviews: 19<sup>th</sup> June 2026

For informal conversation about the role please contact: Rev John Rogers (07483 952175 at [j.e.rogers@lancaster.ac.uk](mailto:j.e.rogers@lancaster.ac.uk)) or Rev. Craig Abbott (07503673748 at [craig.abbott@blackburn.anglican.org](mailto:craig.abbott@blackburn.anglican.org))