



JOB DESCRIPTION

POST: Professor of Mission

DATE: January 2018

FACULTY: Humanities and Social Sciences (HSS)

POST: HSS-M15

START DATE: April 2018 or as soon as possible thereafter

SALARY RANGE: Grade 10, £58,655 to £62,843 per annum

HOURS: 1.0 FTE

INDEFINITE/FIXED TERM: Indefinite

REPORTING TO: Head of Department, Theology, Religion and Philosophy

THE POST

The University of Winchester takes pride from its Anglican Foundation and works closely with the Diocese of Winchester. Working with the Diocese on their teaching programme and mission work, the role will be based for half the time in the Department of Theology, Religion and Philosophy with the remainder on secondment to the Winchester Diocese School of Mission and report to the Canon Principal for the operational work in the diocese.

A key responsibility for the role will be to develop and lead a new MA in Mission, for delivery from September 2019, to make a significant research contribution to missiology, and to work closely with the Diocese in their teaching programme and mission work.

MAIN DUTIES AND RESPONSIBILITIES

The person appointed will be expected:

- To engage in high-quality research in missiology, to publish findings in academically prestigious outputs, and to ensure their research has impact on church life as well as adding to the research culture of the University/Department;
- To secure external research funding from research councils and other appropriate funding bodies;
- To regularly participate in and contribute to national and international conferences, seminars and scholarly gatherings in the area of missiology;
- To attract and supervise Postgraduate Research students;
- To contribute to undergraduate teaching in the Department of Theology, Religion and Philosophy and be involved in recruitment activities;

- To develop a new Masters programme in Mission that is academically rich, impactful, and is economically sustainable, for launch in September 2019, and to make a substantial teaching contribution to this programme;
- To offer teaching and supervision at levels 6, 7 and 8 within the theological education provided by the Diocesan School of Mission;
- To effect a transformation of the wider field of theological education, including that delivered within the Diocese such that it is by its very nature missionary, shaped by the character of world Christianity and informed by the nature of intercultural mission, and to contribute in this way to the reimagining of the Diocese and offer this to the wider church;
- To contribute to the church's engagement in mission in HEIs nationally and within HE/FE in the sphere of the Diocese's Companion Links;
- To contribute towards learning from widely divergent contexts for mission, globally (via the Diocesan Companion Links) and in the UK, and to bring this learning back from other cultures to the Diocese;
- As workload allows, to support the Department's Postgraduate and DTh teaching and supervision;
- As workload allows, to act as a resource for adult educational practice, and the development and training of School of Mission staff and associates.

OTHER DUTIES

The successful candidate will normally be required to act as Personal Tutor to a small group of students. This will entail being concerned not only for the students' academic achievements, but also for their personal welfare.

All staff are expected to contribute to University administration, course planning, curriculum development, the recruitment of students, engage in research and knowledge transfer and scholarly activities and programme leadership. Additionally staff are required to participate in relevant staff development activities. The University's courses involve evening and weekend teaching and, where necessary, this will form part of the duties of the post.

The person appointed will be required to undertake such other duties as may from time to time be allocated by the Vice-Chancellor/Dean of Faculty.

General Information

It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be fully consulted on any proposed amendments.

CONDITIONS OF SERVICE

The appointment will be made at Grade 10, £58,655 to £62,843 per. Exact placement will be dependent upon qualifications and experience. Salary is paid monthly in arrears by direct credit transfer on the last working day of each month.

Your normal centre of duty will be the King Alfred Campus. However, you may be required to work in any part or department of the University and in any Campus of the University (including Basingstoke), or as otherwise required for the due performance of your duties and responsibilities.

The annual leave year runs from 1 August to 31 July. Holiday entitlement is 35 days per year plus statutory Bank Holidays and local discretionary days. A proportion of this entitlement is allowed pro rata for part-time staff.

Other terms and conditions of employment appropriate to this post and grade apply in addition to those referred to in this statement. The list of benefits includes Pension Scheme, Sick Pay Scheme, Maternity and Paternity leave and pay (subject to eligibility). Details are contained in the Statement of Principal Terms and Conditions of Employment issued on appointment, the Staff Handbook and other documents referred to therein.

APPLICATION INFORMATION

Applications should be made online at www.winchester.ac.uk. Please note that posts close at midnight on the date stated. Late applications will not be accepted.

Candidates will be required to give two presentations at interview stage.

- 1) A ten-minute teaching excerpt at Level 7, in a subject relevant to the post.
- 2) A ten-minute presentation on the following topic:

‘My five-year vision for developing missiology in an Anglican context.

It is likely that there will be an audience of staff from the University and the Diocese, and students, at this presentation.

We delight in diversity in our workforce and seek those that share this value

PERSON SPECIFICATION

Each attribute is marked as essential for the post, or desirable. The last three columns on the Person Specification (labelled A, I and P) indicate how each attribute is assessed. A = application form, I = interview, P = presentation

| ATTRIBUTES | ESSENTIAL | DESIRABLE | A | I | P |
|--|-----------|-----------|---|---|---|
| <u>EDUCATION/TRAINING</u> | | | | | |
| A first degree in Theology or closely related subject | X | | X | | |
| A doctorate in Missiology, or relevant subject area | X | | X | | |
| A Postgraduate teaching qualification, or membership of the Higher Education Academy | | X | X | | |
| <u>EXPERIENCE</u> | | | | | |
| Successful academic leadership | X | | X | | |
| Academic programme development | X | | X | X | |
| Experience of successful teaching at Undergraduate, Postgraduate Taught and Research supervision in Missiology | X | | | X | |
| National/international reputation in Missiology | X | | X | X | |
| Experience of Teaching through Distance Learning methods | | X | | X | |
| Experience in the practise of furthering the mission of the church | X | | X | X | X |
| <u>KNOWLEDGE</u> | | | | | |
| Sound understanding of developing Anglican church mission | | | X | X | X |
| A strong publication record in prestigious outputs | | | X | | |
| Research which has demonstrable impact on the life of the church | | | X | X | |

| ATTRIBUTES | ESSENTIAL | DESIRABLE | A | I | P |
|---|------------------|------------------|----------|----------|----------|
| <u>SKILLS/ABILITIES</u> | | | | | |
| Excellent HE teacher | X | | X | X | X |
| Ability to work with a range of stakeholders in the academy and church | X | | X | X | |
| Proven ability to generate external funding/consultancy income | X | | X | X | |
| Ability to take initiative in the development of new academic programmes | X | | | X | X |
| A clear, sustainable vision for the development of Missiology at Winchester | X | | | X | X |
| Well-developed plans for future research activity (including publications and external funding applications) over the next five years | X | | | X | X |
| <u>PERSONALITY</u> | | | | | |
| Strong commitment to the Foundation of the University and the mission strategy of the Diocese | X | | X | X | |
| Communicant member of a Christian Church | X | | X | X | |
| A strong team worker | X | | | X | |

ROLE OUTLINE – PROFESSOR (KNOWLEDGE EXCHANGE)

Professors (Knowledge Exchange) will take an active part in the continuing development of the University's academic community, as well as in national and international fora and communities appropriate to their discipline and field. In particular they will be expected:

- To provide academic leadership within their Department and Faculty e.g. by heading up the Knowledge Exchange agenda in the Faculty
- To contribute to embedding a culture and capacity within the University that supports the transfer and exchange of knowledge between other institutions, business and the wider community and evidence
- To contribute to the development and promotion of Knowledge Exchange and Consultancy in Department, Faculty and University
- To secure external funding from consultancy projects and other third knowledge exchange sources
- To nurture and mentor colleagues in building up their consultancy and knowledge exchange activities
- To engage in Knowledge Exchange with the wider community
- To build links with organisations and professional bodies which enhance the reputation of the University within the external community
- To regularly participate and contribute to national and international conferences, seminars and scholarly gatherings appropriate to the profession
- To undertake external activities appropriate to a leading expert in the profession
- To participate in University activities, including engagement in committees, working groups and projects
- To offer advice and support to the Dean and Head of Department in academic planning and decision-making
- To undertake such other duties commensurate with the post as directed by the Head of Department or Dean
- Professors will normally report to their Head of Department unless they are undertaking Faculty or University-wide roles when they will report to their Dean or Senior Manager.

PERSON SPECIFICATION – PROFESSOR (KNOWLEDGE EXCHANGE)

Essential Attributes

- A first degree in a cognate subject area
- A research degree in a cognate subject area
- Ability to demonstrate a significant contribution to the profession eg. consultancy and external income generation.
- Experience of teaching undergraduate and postgraduate students to the highest professional standards.
- Experience of academic leadership.
- Ability to demonstrate an international reputation in the relevant field.

Desirable Attributes

- A higher degree in a cognate subject area
- A professional qualification



ROLE OUTLINE – PROFESSOR (LEARNING AND TEACHING)

Professors (Learning and Teaching) will take an active part in the continuing development of the University's academic community, as well as in national and international fora and communities appropriate to their discipline and field. In particular they will be expected:

- To provide academic leadership within their Department and Faculty, e.g. by taking a strategic role in the management and development of Learning and Teaching in the Faculty
- To contribute to the development and promotion of innovation in Learning and Teaching in Department, Faculty and University
- To undertake and regularly publish research related to Learning and Teaching of recognised national international quality
- To secure external research funding from research councils and external organisations for Learning and Teaching research projects
- To secure national/international recognition of contribution to learning and teaching, for example receipt of a National Teaching Fellowship (NTF) or Senior Fellowship of the Higher Education Academy
- To regularly participate and contribute to international conferences, seminars and scholarly gatherings in Learning and Teaching
- To undertake external activities appropriate to a leading international expert in Learning and Teaching e.g. journal editorship, conference organisation, visiting fellowships
- To participate in University activities, including engagement in committees, working groups and projects
- To offer advice and support to the Dean and Head of Department in academic planning and decision-making
- To undertake such other duties commensurate with the post as directed by the Head of Department or Dean
- Professors will normally report to their Head of Department unless they are undertaking Faculty or University-wide roles when they will report to their Dean or Senior Manager

PERSON SPECIFICATION – PROFESSOR (LEARNING AND TEACHING)

Essential Attributes will normally include:

- A first degree in a cognate subject area
- A research degree in a cognate subject area
- Ability to demonstrate a track record of innovation in Learning and Teaching which has been disseminated internationally
- Experience of teaching undergraduate and postgraduate students to the highest professional standards
- Experience of academic leadership
- Ability to demonstrate an international reputation in Learning and Teaching

ROLE OUTLINE – PROFESSOR (RESEARCH)

Professors (Research) will take an active part in the continuing development of the University's academic community, as well as in national and international fora and communities appropriate to their discipline and field. In particular they will be expected:

- To provide academic leadership within their Department and Faculty e.g. by taking a strategic role in the management and development of research in the Faculty
- To contribute to the development and promotion of the research culture in Department, Faculty and University
- To undertake and regularly publish research of recognised national and international quality
- To secure external research funding from research councils and external organisations
- To regularly participate and contribute to international conferences, seminars and scholarly gatherings in the research discipline area
- To undertake external activities appropriate to a leading international researcher in the discipline e.g. journal editorship, conference organisation, visiting fellowships
- To supervise research students
- To participate in University activities, including engagement in committees, working groups and projects
- To offer advice and support to the Dean and Head of Department in academic planning and decision-making
- To undertake such other duties commensurate with the post as directed by the Head of Department or Dean
- Professors will normally report to their Head of Department unless they are undertaking Faculty or University-wide roles when they will report to their Dean or Senior Manager

PERSON SPECIFICATION – PROFESSOR (RESEARCH)

Essential Attributes will normally include:

- A first degree in a cognate subject area
- A research degree in a cognate subject area
- Ability to demonstrate a portfolio of high quality research practice and activities of international standing with identifiable outcomes, e.g. publications, research supervision, engagement in research networks, successful bidding for research funding, consultancy and external income generation
- Experience of teaching undergraduate and postgraduate students to the highest professional standards
- Experience of successful PhD supervision
- Experience of academic leadership
- Ability to demonstrate an international reputation in the field of research

FURTHER INFORMATION

Health & Safety

Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the University on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

Copies of the University Safety Policy can be found on the University Intranet.

Sustainable Development

All employees are expected to act in accordance with the Sustainable Development Policy and Environment Strategy. In the course of your duties, you should seek to minimise any detrimental impact on the environment and take specific action as appropriate within the remit of your post.

Facilities

Staff catering facilities are available.

West Downs Day Nursery - is situated within the grounds of The University of Winchester. The nursery offers care for children from the age of six weeks to five years in a stimulating and homely environment. The nursery provides 62 places each day from 7.30am to 6.15pm on a full time or sessional basis. The opening times are designed to accommodate the working parent who may wish to continue their career. Further details are available from the Human Resources Department.

Sports and Fitness facilities are available, these include the University Gym, Sports Hall and our outdoor Multi-Use Games area for Tennis, Basketball, Football and Badminton to name a few. At our Bar End facility you will find our Athletics Track and All-Weather Pitch. Also on offer is our Fitness & Wellbeing class timetable which are complimentary to all Gym Pass holders.

Our values

We are a community committed to making a difference, passionate about seeing individuals and communities flourish.

Our values of Compassion, Individuals Matter and Spirituality shape how we do this and why – we believe academic freedom leads to big ideas which in turn lead to social justice and creativity for a better world.

Compassion

Conscious of the kinship that exists between all life, we seek to nurture compassion and embody social justice for people, animals and the planet. This is a supportive, caring and safe place to work and study. Staff and students will be supported to flourish, encouraged to help others and empowered to make a difference in the world. We seek to challenge and nurture in all staff and students a love and value for all life and the planet. Staff are empowered to change the world for the better, challenge convention with compassion and stand up for what they believe to be true.

Individuals Matter

We are passionate about seeing individuals flourish here. The dignity and wellbeing of individuals is important as are their opinions and views. We are committed to working globally to ensure equality and justice for all. Everyone is welcome here. Staff and students will learn to value and appreciate others, whoever they are and whatever their background. You will be listened to; your opinions count. Together, we will be supported and challenged to reach our full potential. Our staff and students are nurtured to embrace equality, diversity and inclusivity to the full. Staff and students are supported to fight for integrity and justice in a world of compromises and prejudice.

Spirituality

We celebrate our Anglican Christian foundation and welcome people of all faiths and none. We believe that everyone expresses their spirituality through a unique collage of values, disciplines and practices. Working and studying here will give you a chance to experience and reflect on the creativity, beauty and compassion in life – together, we aim to explore the mystery of life and grow in wisdom and love.

Our passion is to see staff and students grow as a whole person. It is safe to try new things here, to stand up for what you believe in. You will be supported to engage with the big and deep questions of life, to bring about change and really make a difference. We seek to challenge and develop staff and students' thinking, enabling them to develop in wisdom for a fulfilling life as well as the knowledge they need for a successful career. Our staff and students will have the resilience and resourcefulness to seize the opportunities and face the challenges of life.

Mission Statement:

'To educate, to advance knowledge and to serve the public good'

The University vision:

The University of Winchester is a university on a human scale, with a principal emphasis on the personal creativity and development of its students and its staff.

Through its teaching, research and professional practice, the University will be an outward facing and permeable organisation, welcoming outside influences and fully engaging with society locally and regionally, nationally and internationally. It will provide a high quality university education, responsive to the intellectual, personal and professional needs of its members and the wider community.

The University seeks to serve the spiritual and ethical needs of its students, building moral and global awareness. Our Church foundation is reflected also in strong support offered to students from backgrounds not traditionally associated with higher education. The University will ensure that its courses are accessible to all those who have the potential to benefit from them, regardless of their social, economic, ethnic or religious background.

As a twenty-first century institution which provides a progressive and challenging higher education experience and which forms a crucible for the generation and transfer of knowledge, we have high expectations of both staff and students. The professionalism of staff is reflected in integrity, objectivity and competence. Students' time at the University will provide them with a justified confidence in their abilities and the strength to stand up for what they believe to be true.

The Diocese of Winchester

Bishop Tim Dakin says, "The Diocese of Winchester is on a journey towards becoming a 'Mission-Shaped Diocese'. Our **vision** statement is '*Living the Mission of Jesus*'. The **mission** of Jesus is interpreted in three dimensions:

- Passionate personal spirituality
- Pioneering faith communities
- Prophetic global citizenship."

Our strategic priorities describe how we seek to achieve our vision 'Living the Mission of Jesus':

Under God, delighting in His grace and rooted in the Diocesan Rule of Life, we are becoming a Diocese in which:

- **Strategic Priority 1: We grow authentic disciples**, going out as individuals passionately, confidently and courageously sharing their faith, and coming together as creative church communities of prayer and worship that live out Kingdom values.
- **Strategic Priority 2: We re-imagine the Church** intentionally connecting and engaging with our local communities in culturally relevant ways. We will rejoice in the richness of the 'mixed economy' of all ministry and proactively promote vibrant parochial and breath-taking pioneering ministries amongst 'missing' generations, eg children, young people, under 35s.
- **Strategic Priority 3: We are agents of social transformation** using our influence as a Diocese to transform public and personal life. We will demonstrate loving faith at work in local communities and across the globe bringing healing, restoration and reconciliation, eg through education, social enterprise, health care, spiritual care teams.
- **Strategic Priority 4: We belong together in Christ, practising sacrificial living and good stewardship of all that God has entrusted to us.** We will combine radical generosity, care and capacity building with a clear focus on directing finance into the mission of Jesus. Sharing and multiplying local good practice, using people, buildings and other resources wisely, we will seek to boldly prune, plant and invest in building for the Kingdom.

The process of the church being shaped by and for God the Father's mission of love to the whole of His creation is ongoing. The secondment of the Professor of Mission to the Diocese of Winchester allows the appointee to influence directly the formation that takes place in the Winchester Diocese School of Mission. The secondment creates the opportunity to increasingly move mission from the margins to the centre of theological education, so that the church increasingly reflects the missionary nature of God, and in turn, theology itself recovers its missionary nature. As the church recovers its missionary nature, it seeks to serve the common good of society, so that all industry and disciplines find their purpose and fulfilment in the *missio Dei*.

The Diocese of Winchester has extensive links with mission partners through individual relationships, the diocesan links and the cathedral. These Companion

Links with five other Anglican provinces in the Anglican Communion, are, in fact, more extensive than many other dioceses in the region. They provide possibilities for affording key insights into the breadth of Anglican identity in the Communion. The aim is to learn with and from widely divergent contexts for mission (globally and in the UK), and to bring this learning back from other cultures to the Diocese of Winchester and the wider Church of England.

The Bishop of Winchester is also the Church of England spokesman for Further and Higher Education. This appointment demonstrates an engagement with the goal of serving the common good of the nation, and strengthens the partnership between the Church of England with one of the Anglican foundation universities, and influencing how mission is taught at Higher Educational Institutions.

The development of a new MA in Mission together with supervision of doctorate level study provides the opportunity for theologically educated clergy and laity to contextualise and contribute to the development of theological education. Joining this academic post with the practical learning together of a church in transition makes this opportunity unique.