



CUDDESDON

Tutor in Theology - Ministry and Mission

Ripon College Cuddesdon ('Cuddesdon') seeks to appoint a Tutor in Ministry and Mission. The appointee will join a talented academic team who work collaboratively in the formation and pastoral support of our students.

The new tutor will join us at an exciting moment in our institutional history, not least as we look forward to welcoming a new principal. As one of the larger and more complex of the Theological Education Institutions serving the Church of England, we combine a rich history with a dynamic and creative response to the changing shape of theological education. We seek to bring our expertise in education, liturgy, community life, as well as the beauty of the place itself, to forming priests, readers and lay leaders for the twenty-first-century Church. We are particularly excited to be launching a new Pathway for Children's, Young People's and Families' Workers in 2025.

At our centre at Cuddesdon, near Oxford, and through diocesan and other partnerships in other centres, we are committed to the encouragement and formation of missionary disciples of character and faithfulness, imagination and courage. In collaboration with the Church Mission Society, we offer training and formation for Ordained Pioneer Ministers. We are well known as a centre of excellence, attracting students from across the Church of England and further afield, from a range of ecclesiastical and theological traditions and – increasingly – a diverse range of educational and social backgrounds. The student body includes both full- and part-time, residential and non-residential students, single, partnered, with and without family commitments. We are proud of our reputation as a place where the ordained ministry of women has long been celebrated, whilst respecting that the Church recognises a range of positions on this matter.

Our recent Periodic External Review praised the excellence of our theological teaching and noted a strong sense of theological excitement among our students and recent graduates. Recent areas of interest to us have included ecumenism, theological responses to class, eco-theology, Chaplaincy, Black Theology and science-religion. We welcome the particular interests brought into our life by academic staff and other members of our extended community.

The two universities to which Cuddesdon most directly relates are Oxford and Durham. Most students study for the Common Awards validated by Durham University, with some working for the Oxford University BA in Theology or MTh in Applied Theology or other Oxford degrees. Cuddesdon is a member of the Oxford Partnership in Theological Education and Training which ensures close relationships with the other Anglican Theological Colleges in Oxford as well as colleges of other denominations (e.g. Baptist and Roman Catholic).

Cuddesdon continues to develop its strong links across the Anglican Communion worldwide, including important relationships in Hong Kong, China, the West Indies, South Africa, New Zealand and the USA. We regularly welcome visiting scholars from overseas. Hospitality and environmental responsibility are at the heart of our common calling. We aspire to be an institution living in harmony with creation and a place of learning, association and refreshment for individuals and groups in a wide range of circumstances.

Cuddesdon is keen to enhance the diversity of the background of its community and so welcomes applications from demographics currently under-represented amongst us.

**Faithful worship – Eager learning
– Diverse community:**

**Formation for generous service in
God's Church.**

Cuddesdon treasures and seeks to reflect the comprehensiveness of the Church of God for God's world. Believing that there neither is nor should be any division in the Body of Christ, we are committed to the flourishing of all and to building a community in which this is realised by the grace of God, where all play unique and complementary parts in the service of the Gospel.

Within this ordered unity there is much diversity, promising both enrichment and challenge for each individual. We believe that each member brings particular gifts and insights and is to be a blessing to the others. Diversity calls for generosity on the part of each, more than mere tolerance, and a recognition that all are likely to experience sacrifice, as well as affirmation and acceptance, as we grow together in God's wisdom and love.

We rejoice in our unity and celebrate our diversity through a commitment on all our pathways to faithful worship, eager learning and joyful table fellowship in diverse community. We seek to delight in our common calling, and in one another, to have fun as we learn and grow by God's grace and to look for, and see, in one another and our joint enterprise, the fruit of the Spirit and the signs of the Kingdom.

Summary, Purpose and Objectives of the Role

To share in the formation, training and teaching of ordinands and lay ministerial students in the context of a community that is both close and dispersed, helping Cuddesdon to articulate and be faithful to its missional character and calling, and individual students to articulate and realise individual callings as disciples and ministers of Jesus Christ.

Employment Details and Staff Benefits

Job title:	Tutor in Theology – Ministry and Mission
Employer:	Ripon College Cuddesdon
Reporting to:	Academic Dean
Key relationships:	Principal Academic Dean and Director of Formation Academic colleagues Administrative colleagues
Hours and Term:	This is a full-time post. You will be expected to manage your working hours to meet teaching, pastoral and worship requirements within the framework of the overall College timetable. Teaching commitments are concentrated on Monday-Wednesday, with part-time students' classes on Tuesday evenings. Weekend and evening working will be required, as well as contribution to periods of residence by non-residential students.
Location:	Based at Ripon College Cuddesdon, where housing will be available. Alternatively, a housing allowance at the Oxford diocesan rate of £15,741 per annum may be available.
Salary:	£32,470 per annum.
Contract:	This is a permanent position subject to satisfactory completion of a six month probation period
Holiday:	38 days holiday per annum, including bank holidays. Annual leave will not normally be granted during term time.
Pension:	You will be entitled to membership of an appropriate Church of England Pension, including the Clergy Pension Scheme.
Benefits:	Annual book allowance of £920 Annual housing allowance of £15,741 Free College lunch meals during term time Free parking on site
There is a Genuine Occupational Requirement (GOR) that the post-holder is a Christian. Regulation 7(2)a of the Employment Equality (Religion or Belief) Regulations 2003 applies.	
This post is subject to DBS enhanced disclosure.	

How to Apply

Applications should include a covering letter explaining your interest in the role and how your aptitudes, experience, and qualifications match the Job Description and Person Specification. Please also enclose a full CV, a completed application form, a CofE Declaration form and Privacy Notice and an equal opportunities form.

Applications should be sent to The Principal, The Rt Revd Humphrey Southern, Ripon College Cuddesdon, Oxford OX44 9EX, or by email to hr@rcc.ac.uk, to arrive by 12 noon on 22 May 2025. Interviews will take place at Cuddesdon on 12 June 2025.

The post is subject to an enhanced DBS check. Shortlisted candidates will be required to provide evidence of the right to work in the UK. Please note that the College is not licensed to sponsor visa applications.

Safeguarding

Ripon College Cuddesdon is committed to safeguarding and ensuring the welfare of children and adults. This is a shared responsibility for all staff. The suitability of all prospective employees will be assessed during the recruitment process in line with this commitment. We have safeguarding policies in place that all staff are expected to read during induction and stay up to date with any policy changes throughout their employment or volunteering experience. Regular safeguarding training is provided to ensure all staff understand their responsibilities and comply with best practices in safeguarding and welfare.

Job Description and Person Specification

1. To lead in the teaching, coordination and assessment of one or more academic subjects focused on Ministry, Mission and/or Practical Theology to at least Masters' level on Cuddesdon-based courses for full-time and part-time students. To play a part in leading and teaching on weekend courses and annual spring residential for part-time students.
2. To act as Personal Tutor to a specified number of full-time and Cuddesdon-based part-time students, including support and oversight of their formation and progress and the writing of yearly reports.
3. In term time (especially) to take a full and active part in the life of the community at Cuddesdon, present and engaged with a high degree of commitment to its worshipping, learning and social life.
4. To take lead responsibility (by agreement) for an area of College life of learning and formation (e.g. Safeguarding, Learning Support or other area according to interest and expertise).
5. To share in the administrative responsibilities of the College, as agreed, in relation to specific academic or formational programmes.
6. To attend weekly staff meetings in term, along with start of year planning meeting in September, post-term 'Big Picture' meetings after Michaelmas (Autumn) and Hilary (Spring) Terms and annual Staff Residential following Trinity (Summer) Term.
7. To share in the life of a student College Group, including attendance at its weekly meeting for worship and fellowship.
8. To play a full part in the worshipping life of the College, including preaching and (if ordained) presiding at the Eucharist on weekdays in term time and certain weekend and spring residential.
9. To be available for occasional teaching, as agreed, in off-site centres in Gloucester and Ludlow.

This is an indicative list of duties and responsibilities only, and should not be regarded as exhaustive

Person Specification

The person appointed to this post will have a love for the Church and its calling, deep reserves of resilience, a robust and palpable spirituality and a cheerful and collaborative disposition, delighting in the variety of the community we are and which we serve, and confident of the welcome they will receive and the value that will be attached to their contribution. S/he will be eager to share in the social and worshipping life of a relatively tight-knit community in Cuddesdon and to engage in the wider life of our off-site pathways as appropriate.

Qualities	Essential	Desirable
Qualifications	A doctoral degree in a relevant field. Significant experience in parish / local church-based ministry	Ordained in the Church of England, or a Church in full Communion with it.
Knowledge and experience	Familiarity with recent and developing thinking in (a) relevant curriculum area(s). Ability to lead teaching on a range of modules within the 'ministry and mission' strand of the Common Awards framework. Areas of potential priority for this appointment include: pastoral care;	Experience of teaching and assessment at undergraduate and/or graduate level Demonstrable interest/ experience in other areas of the curriculum. Qualification to teach worship, preaching and/ or liturgy would be an advantage.

	leadership in ministry and mission; theological reflection; introductory courses in practical theology; and missiology.	
Skills & aptitudes	Enthusiasm for teaching theology in the context of ministerial formation and a working knowledge of how academic and formational streams co-relate in theological training.	
Personal attributes	<p>Commitment to the training and formation of men and women in both residential and non-residential modes for ordained and lay ministry.</p> <p>Commitment to the values and aspirations of Cuddesdon as summarised in the Ethos Statement in the sidebar on page 1 above, and to the College's formational aims.</p> <p>Commitment to ecumenical cooperation and an ability to thrive working alongside those from other traditions.</p> <p>The ability to work in a pressurised environment, yet able to model good self-care and a responsible work-life balance.</p>	
Circumstances	Availability for some weekend working, and also some evenings in term time (mainly Tuesdays)	Ability to drive / availability for some teaching in off-site centres (e.g. Gloucester, Ludlow &c.)