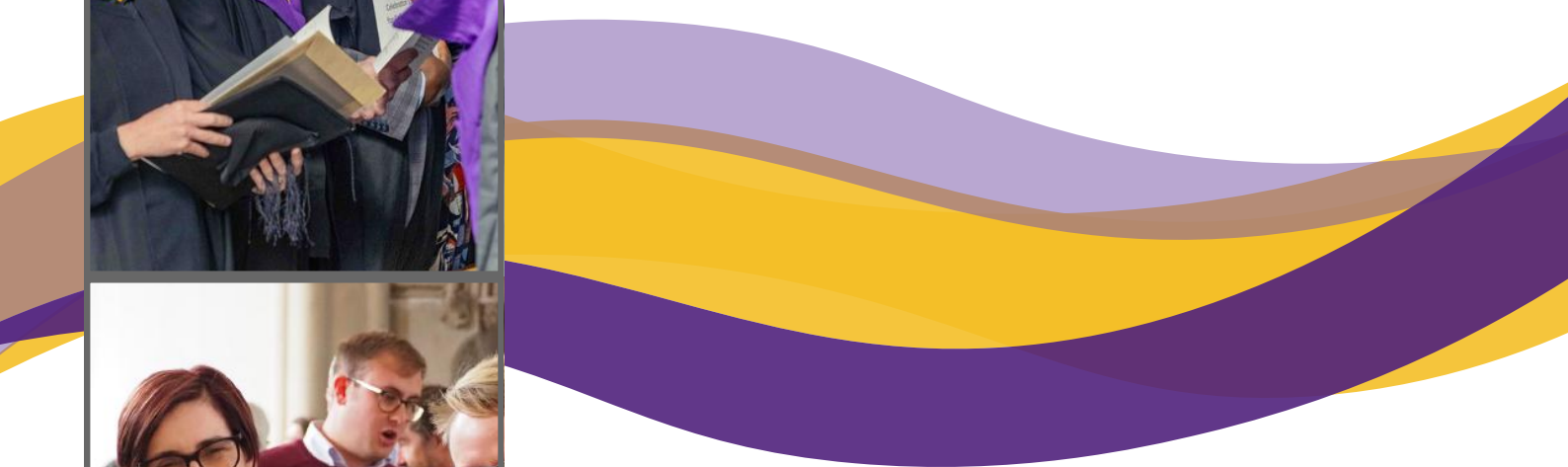


RECRUITMENT PACK

DEAN OF



Emmanuel
THEOLOGICAL COLLEGE



Letter from the Chair of the Board of Trustees

Dear Friend,

This comes with my prayers as you discern God's call in your life and decide whether to submit an application to be the second Dean of Emmanuel Theological College.

The North West region contains every imaginable context for ministry – inner urban, outer estates, presence and engagement, suburban, deep rural, chaplaincy and much more. This rich and ripe harvest field needs labourers who are prayerful, faithful, courageous and theologically competent. The purpose of Emmanuel is to provide the six North West dioceses with the lay and ordained leaders they need to declare Jesus Christ and live out his kingdom across this remarkable region.

Under the leadership of Canon Michael Leyden, Emmanuel has made huge progress and is now the second largest TEI in the country, fulfilling our ambition to be a powerhouse of theological learning and exploration for the region. As you will read in this role description, it offers a wide range of pathways to a diverse student body.

It is the strong founding ethos of the College that underpins its growth and holds the community together – Christ-centred, hope-filled, mission-oriented. Our new Dean must above all else be the Guardian and upholder of that vision and ensure it remains embedded in every aspect of our life.

For any new institution, the transition to the second leader is always a critical one. As well as building on the legacy of the first five years, the new Dean will work with the trustees to set strategic goals and discern what God is calling our College to be. They will do so against a backdrop of turbulence across the sector.

This makes the role of Dean a complex and demanding one. However, the successful applicant will have the support of a cohesive trustee body and an excellent and recently restructured staff team. They will be able to draw inspiration from the faithfulness and enthusiasm of a remarkable student body. All appropriate leadership coaching or mentoring will be put in place by the trustee body and they will have behind them the commitment and support of the six member Dioceses.

This role represents an unique opportunity to shape and form leaders for the Church of England across a whole region.

I hope that this pack contains the information you require to decide if it is right for you to apply, if it would be helpful to have a conversation please contact me on: bishop@bishopofblackburn.org.uk And whatever the Lord leads you to do, I will pray that in the process of discerning, you will experience afresh the ineffable and self-giving love that Jesus Christ has for you.

Yours sincerely,

+ Philip Blackburn

The Rt Revd Philip North
Bishop of Blackburn



Emmanuel
THEOLOGICAL COLLEGE

Job Description

Background

Emmanuel Theological College is the result of an exciting partnership between the Bishops of the six Church of England Dioceses in North West England: Blackburn, Carlisle, Chester, Liverpool, Manchester, and Sodor and Man. Together they share a vision for integrated ministerial formation ***to equip the whole people of God for the whole mission of God today*** by providing outstanding formation for lay and ordained ministry with both full-time and part-time pathways available. The College was formed in 2020 under the leadership of The Rev'd Canon Dr Michael Leyden, and we welcomed our first students in September 2021.

We currently offer eight higher education programmes FHEQ Levels 4-7 which are validated under the **University of Durham Common Awards Scheme**. We also offer a range of non-university validated pathways, including an access course called "Pop-up Theology" and our innovative **Action Learning Pathway** to support ordinands and LLMs from more diverse educational backgrounds by employing problem-based pedagogies. We also offer Continuing Ministerial Development resources both for our Diocesan partners and for the national Ministry Development Team. Our most recent **Church of England Periodic External Review (2025)** awarded the highest overall outcome of CONFIDENCE for our ministerial formation pathways.

There are over 7.5 million people in the Northwest reflecting a huge breadth of socio-economic, cultural, ethnic, and class diversities across a wide variety of contexts – from extremely rural to densely populated urban. Such diversity brings an inviting combination of challenge and opportunity. For the Church to step towards the future with confidence and missional creativity and to proclaim the gospel afresh in each generation, it needs leaders who are theologically capable; skilled in ministry and priestcraft and able to pioneer new forms of contextual engagement; and who are well formed in the kinds of spiritual habits that will nourish and sustain them for a life-time of faithful service. We work closely with the Ministry Development Team of the Church of England to ensure that our curriculum reflects national priorities.



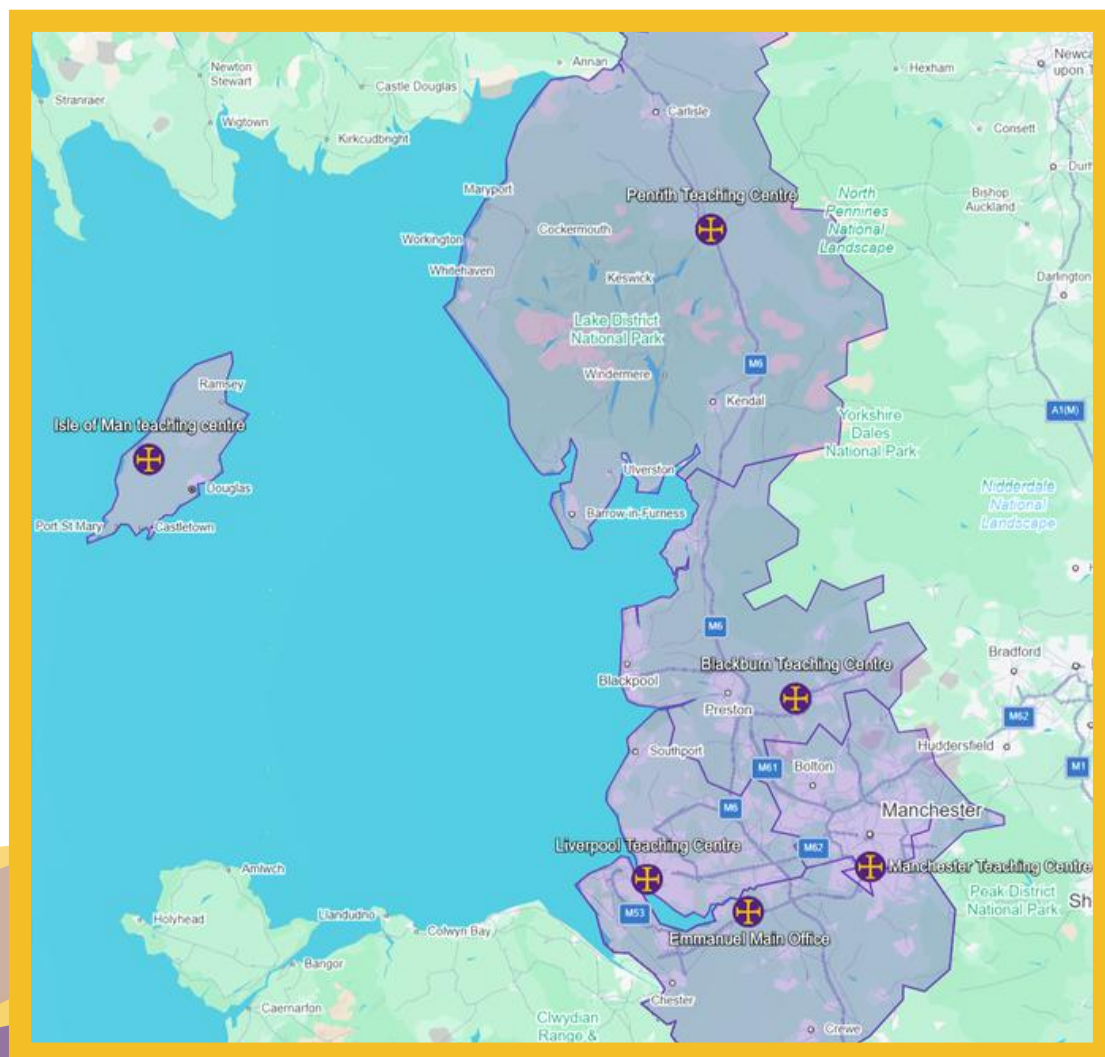
The Members, Trustees, and Staff are convicted that the College should be a community of learning and formation for anyone whom God is calling from these diverse contexts - including those who might not be training for recognized or licensed public ministry in the Church of England. We welcomed non-ministry students (“independent students”) in our first cohort in 2021 and have continued to do so since. Independent students choose Emmanuel to pursue their own higher education goals without any expectation of denominational affiliation or ministerial vocation. Emmanuel Theological College has been a registered Higher Education Provider with the Office for Students (OfS) since May 2025, and as a result, our students can apply to access student support funding or student loans from the Student Loans Company.

An independent Quality and Standards Review, conducted by the Designated Quality Board in England for the OfS, concluded that the reviewers had high confidence in all areas, and thus that independent students at Emmanuel have a quality experience that is consistent with the wider higher education sector.

Further information:

[-Emmanuel Theological College Quality and Standards Review Report, 2023](#)

[-Emmanuel Theological College PER Report, 2025](#)



Vision, Culture, and Approach

Our vision is **to equip the whole people of God for the whole mission of God today** and we do this by maintaining a community culture that is **Christ-centred, Hope-filled, and Mission-orientated**. The Dean takes responsibility for ensuring the vision and culture are at the heart of all that happens at Emmanuel Theological College and will need to be a champion for them both internally with staff and students and externally as the College's chief ambassador.

With this vision in mind, we approach our formational and educational task by weaving together three important strands:

- **Formational:** centred on spiritual growth, character development and on growing the wide range of skills required for the challenging task of ministry in the Northwest.
- **Contextual:** formation and theological studies deeply engaged with place and lived out in the context of practical ministry working with experienced placement supervisors
- **Theological:** together we learn to love God with our minds as well as our hearts and hands, pursuing rigorous theological thinking that honours the intellectual inheritance of the Christian faith whilst being missionally engaged with contemporary culture

For ordinands, lay ministry candidates, and CYPF ministry students all our pathways involve the combination of a focused ministry formation programme delivered over six residential weekends and one residential week each year; a contextual ministry placement with an experienced local supervisor for the duration of their formational pathway; and a rigorous and faith-filled theological studies programme designed to inspire and equip candidates for their future roles and delivered mid-week over three ten-week terms. We aim to help students become more fully themselves in Christ and so grow as people and inhabit their vocation more fully.

For independent students, our focus is on delivering rigorous, faith-filled, and inspiring theological studies programmes that will resource contemporary Christian discipleship by staying alert to the realities of the twenty-first century and inviting students to connect their faith with real life. Whilst independent students do not have a *formal* placement or ministry formation programme, our theological studies programmes are attentive to the implications of theology for a variety of other spheres including leadership, the workplace, politics, ethics, mission, and society and we encourage all our students to make connections between their classroom learning and whatever context they are currently living and working within.

Across all our pathways and programmes we employ **flipped-classroom and blended learning pedagogies**. All students come to learning sessions having already engaged with key resources for learning and ready to contribute to classroom work, to ensure our students get the most out of their learning sessions alongside peers and working with expert staff. There are 17FTE staff, with the addition of a volunteer chaplaincy team. More details on our staff team can be found on our website, www.emmanueltheologicalcollege.ac.uk

We have **Teaching Centres** at Blackburn Cathedral, Liverpool Cathedral, Nazarene College in Manchester, Church House Penrith, and a satellite hub at St John's Mill on the Isle of Man. The **College Offices** are based at 5500 Daresbury Park, Warrington WA4 4GE. There are currently around 76 ordinands and 36 LLM candidates, and the total student body is around 200.

Role Description

The Dean is the most senior member of the newly created Executive Team and chairs the regular meetings (Vice Dean and Director of Theological Studies; Director of Contextual Learning; Director of Formation; and Director of Operations). The Dean reports directly to the Board of Trustees. Though not a Trustee, the Dean has overall responsibility for the operational side of College and will have excellent knowledge and understanding of effective governance, working closely with the Board to ensure that all aspects of the College function to fulfil its vision and ethos and to meet statutory and sector wide requirements.

The successful applicant will understand that collaboration is essential to the running of the College. The staff team is prayerful, positive, and enthusiastic about the work of the College and the Bishops' desire to resource the Church's mission in the Northwest and beyond. Over the last five years, Emmanuel has developed a national profile in the Church of England for its innovative and responsive approach to ministerial formation and its commitment to more just approaches to formation and training especially with regard to racial justice and socio-economic equality, underpinned by its strong vision and ethos. The new Dean must continue this tradition, whilst working with Dioceses to form leaders for the future.

The appointee may be a lay or ordained member of the Church of England.

The Dean must be a person of mature Christian faith, deeply committed to prayer and worship and passionate about resourcing candidates from a wide range of traditions within the Church of England and beyond. In addition to attending all weekly Executive Team and monthly full staff meetings, the Dean will attend the six residential teaching weekends and one residential teaching week each year and will teach into both the theological studies and the ministerial formation programmes where appropriate.



Duties and Responsibilities

Leadership

- Working closely with the Executive Team to ensure that the culture, ethos, and values of Emmanuel Theological College are fully embedded across the whole College, including the Church of England's commitment to racial and socioeconomic justice and mutual flourishing.
- Acting as Ambassador, Advocate, and Representative for the College in the region, within the national Church, and more widely within the Anglican Communion
- Being key contact for important external partners such as the Church of England Ministry Development Board, the Office for Students, Companies House, the Charity Commission etc.
- Being key contact for our regional bishops, diocesan ministry teams, and other key stakeholders, also providing advice and theological consultancy as needed
- Attending all full meetings of the Board of Trustees and all Subcommittees, being ready to answer questions and to be accountable for the work of the wider Executive team

Teaching and Learning

- Teaching undergraduate programmes (and postgraduate programmes where appropriate) in accordance with their expertise across the whole College
- Grading and assessing students' work in accordance with College policies, offering quality future-facing feedback that supports students' development, across the whole College
- Writing and research in their area of theological expertise as appropriate
- Overseeing the Bishop's Report process, and ensuring the College continues to deliver high quality formational pathways that enable students to grow into their vocations with confidence
- Ensuring effective provision is made for safeguarding and PREVENT

Management

- Being responsible for staffing strategy, including all recruitment and appointments, liaising with the College's HR consultants
- Line-management of direct reports
- Overseeing Staff Development provision, including the Annual Professional Development Reviews
- Having broad oversight of the College's finances, including the work of the finance team, and providing scrutiny and sign-off on the budget spend through management accounts etc.
- Supporting trustees and staff in ensuring that the College is legally compliant in all areas of its operations, and ensuring all statutory and contractual reporting related to its contracts and partnerships is completed in a timely and accurate manner

These duties and responsibilities will be negotiated according to the skillset and experience of the postholder. They are regularly reviewed and updated to ensure the postholder is able to play a full part in the life and work of the College.

What we are seeking

QUALITY	Assessment		
Our Dean will be someone who:	Application	References	Interview
Is deeply rooted in prayer and who understands their whole life as an obedient response to the love of God revealed in the saving work of Jesus Christ		✓	✓
Holds a robust and well-articulated theology, able give reason for the hope that is within them and aware of their utter dependence on the grace of God in Jesus.			✓
Can delight in the breadth of the Church of England and, whilst clear in their own convictions, are able to learn from and challenge the traditions of others.		✓	✓
Is well rounded, mature and stable people who can inspire confidence from others		✓	✓
Has excellent pastoral and inter-personal skills		✓	✓
Has a deep commitment to teamwork, collaboration and empowering others		✓	✓
Has wisdom and self-understanding so that they can discern gifts and delight to see others flourish		✓	✓
Embodies enthusiastic commitment to ministerial formation across all traditions of the Church of England	✓	✓	
Demonstrates good working knowledge of the Church of England, its structures and theology and is passionate about its growth and mission		✓	✓
Has a strong record of fruitful leadership and management	✓	✓	✓
Has a fruitful track record of recent local church ministry (last 5 years)	✓	✓	✓
Has an ability to constructively negotiate with others		✓	✓
Is qualified to MA level or above	✓		
Has a track record in relevant research, including evidence of publication	✓		
Has fruitfully taught at undergraduate level	✓	✓	
Has strong good administrative skills, including IT and self-organisation	✓	✓	✓

Summary of Terms

Accountability

- The Dean is accountable to the Board of Trustees, and specifically to the Chair and the Dean's Review Subcommittee
- The Dean will Line Manage a small number of direct reports, and will ensure that all staff have an appointed line manager within the College

Support

- The Dean will have a PA (0.6FTE) who will be based at the central office in Daresbury
- Other members of The Operations and Support Team (TOaST) based at the Daresbury Office offer support as and when required, e.g. the IT and VLE Officer

Hours of Work

- The College's standard terms for staff with teaching responsibilities is 40 hours per week with six weeks paid annual leave, to be taken outside of term time unless by prior arrangement with the Chair of Trustees
- The role involves regular evening and weekend work

Location

- The role is split between home-based and office based, with a desk for the Dean in the Daresbury central offices. However, the Dean will be required to regularly work from all teaching centres of the College and reasonable travel expenses will be paid for travel to those.

Development

- A structured professional development scheme including an annual review is provided for all College staff. For the Dean this is held by the Board's Review and Remuneration Subcommittee.

Salary

- A competitive salary will be offered

Use of own Vehicle

- The post holder will need a full driving licence and access to their own vehicle and will need to maintain and insure it in compliance with current legislation

Right to Work

- We welcome applicants from all backgrounds. Please note that we can only consider candidates who have the legal right to work in the UK. Proof of eligibility will be required before employment begins.



Statement of Occupational Requirement

In accordance with the Equality Act 2010, the Members and Trustees have determined that it is a genuine occupational requirement that the post holder is a practising Christian.

Application Details

Please send a letter of no more than two pages of A4 explaining why you feel called to this role along with your CV to The Rt Revd Philip North, Chair of the Board of Trustees by Sunday 17th May 2026 (bishop@bishopofblackburn.org.uk)

Please also provide the names of three referees who can comment on your suitability for the post. Clergy who hold a licence or PTO should also provide the name of their Diocesan Bishop in order that a CCSL might be obtained. Lay candidates should include one employee based referee, from their current or most recent employer.

Interviews will be held on Thursday 11th June in Blackburn Cathedral



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