



St Chad's College
Durham University

We are recruiting!

We seek a

College Chaplain



About St Chad's

St Chad's is an independent college within Durham University. It is a vibrant, distinctive academic community of over 600 students, including 150 postgraduates, belonging to all disciplines, welcoming students of all faiths and beliefs, all cultures, nationalities, and backgrounds.

A separate registered charity with its own governors, its origins date back to 1904, when it was created as a Church of England foundation to enable the ordination of clergy, who might not otherwise have had the financial means, to gain access to higher education. St Chad's today is still animated by the same aspirations for service and inclusion, and this Anglican Christian tradition continues to shape our culture today which is friendly, intellectually curious and forward thinking.

St Chad's historic buildings are situated on a World Heritage Site, adjacent to Durham Cathedral. The College has a strong pastoral tutor system and is one of the few Durham colleges to have academic research staff based within it. As an intellectual community, St Chad's is supported by a 250-strong Senior Common Room, including the College's distinguished honorary and research Fellows.

St Chad's students are motivated to be high achievers, and regularly secure outstanding academic results. Around their studies, they are encouraged to take part in programmes to promote volunteering and service in the wider community and region, especially where there is disadvantage, and to support the College in its outreach with schools to raise educational aspiration in children and young people.

Outside undergraduate term-time, St Chad's runs a full programme of commercial events, hospitality, conferences, and weddings. St Chad's is committed to delivering the highest possible standards of service to all its stakeholders.

At the end of the financial year (30th September 2024), total income was £3.7 million and net assets stood at £15.2 million, with approximately 50 members of staff.

Governance

St Chad's College and its neighbouring college, St John's, are unique in Durham in terms of being independent colleges while at the same time being recognized colleges of the University. This means that St Chad's is independently managed, governed, and financed. This contrasts with the rest of the Durham colleges, which are all owned, managed, governed, and financed by the University itself.

St Chad's is an exempt charity. It is governed by its own board of governors which is ultimately responsible for the finance and governance of the College. The College Rector is the Very Revd Phillip Plyming, Dean of Durham. The incoming Chair of Governors is John Marshall and governors include representatives of the Diocese of York, Durham, Newcastle, and Carlisle.

Our Anglican Tradition

Worship in the chapel is in the inclusive catholic tradition and has traditionally included a Sunday eucharist and weekday Choral Evensong, with periodic Compline services and informal daily lunch-time prayers. In addition, the Chaplain is responsible for two major services each year in Durham Cathedral – our Advent Procession and our Chad's Day Service - and a popular annual Alumni Carol service held each December in London. We also hold an annual Remembrance Day Service, a Holocaust Remembrance Day Commemoration and, in recent years, have pioneered an annual Pride Service.

The Chapel

The Chapel building, built in 1927, was thoroughly renovated in 2023 with a new roof, restored wooden cladding, and a new heating and lighting system.

The Role

St Chad's College would like to appoint as Chaplain (0.5 FTE) an energetic, outgoing priest who will relate easily to young adults and College staff. The successful candidate will have an exciting and compelling vision for chaplaincy that extends well beyond the Chapel. They will be demonstrably committed to exploring links between faith, justice, and society. There is also the offer 0.5 FTE role either:

- in College to help us develop our Widening Participation Schools' and community outreach programme or another area in which your strengths match our strategic aims;
- **or**
- as part-time priest or house for duty in charge of a nearby parish

Person Specification

The College is looking for a Chaplain who is committed to a ministry of prayer, presence, and witness within the College, to integrating faith and justice, and who will foster the spiritual life of a multidisciplinary, international, intergenerational College community with imagination and energy. We need a Chaplain who enjoys the company of young people, and who will support our students in a range of extra-curricular activities, dine regularly in College with students and staff members, and be present for special formal dinners and other College occasions.

Even though our students have access to the University's counselling and other professional services, and the College has a well-qualified student support staff team, the Chaplain plays a distinct and vital role in providing pastoral support to students and staff in College.

Qualifications/Experience

Essential Criteria

- An ordained Priest in good standing with the Church of England or a Church in full communion with the C of E.
- At least 3 years licenced ministry within the Anglican tradition
- A Bachelor level degree
- Demonstrable evidence of providing faith/spirituality support and excellence in the pastoral support and awareness of mental health needs of students or young people, including an understanding of key polices around Safeguarding, confidentiality, and appropriate boundaries.
- An experienced and engaging preacher.
- Proven experience of an understanding of the needs of students from minority and under-represented groups and a commitment to issues of diversity and inclusion.
- Excellent interpersonal and communication skills and an ability to meet the needs of a diverse groups of students.
- Experience of building and developing relationships with a range of internal and external stakeholders, and partners with the ability to maintain effective working relationships.
- Ability to work independently, and demonstrable evidence of outstanding team working skills.
- Ability to work evenings and weekends (including regular attendance at formal dinner) to support the delivery of college activities and initiatives.
- Willingness to contribute to the duty on-call rota.
- Experience of working with Microsoft 365 Applications and other relevant software
- Excellent oral and written communication skills.

Desirable Criteria

- A postgraduate degree.
- Experience in communicating effectively via social media.
- Liturgical choral music knowledge.
- Experience working with and/or providing pastoral support to secondary or post-secondary students.

The Chaplain's Accommodation

Arrangements for accommodation will depend on the Chaplain's appointment to either the additional 0.5 FTE College role or to a nearby parish. If appointed to the 0.5 FTE College role, a housing allowance will be made available (see below under terms and conditions). If appointed to the joint post as part-time parish priest of a nearby parish, the role comes with a Diocesan house.

The Chaplain has an office in College with appropriate IT provision, and a modest chaplaincy budget.

Terms and Conditions

The Chaplain will be a priest in good standing in the Church of England (or a Church in full-communion with the Church of England). The Chaplain must be able to be licensed by the Bishop of Durham. Appointment will be subject to this license, alongside satisfactory enhanced disclosure from the DBS.

The starting salary will be half the incumbent's level stipend for the Diocese of Durham for the 50%

Chaplain's post; if this is combined with a 0.5 FTE role incorporating other college duties, a full stipend will be paid along with pension contributions and a generous housing allowance. During term-time, to further engagement with students, the Chaplain may eat meals in the College dining room free of charge.

Reasonable moving expenses will be paid. Approved expenses of office are paid for by the College. Holiday entitlement is 30 days *pro rata* per year. Holiday periods must be agreed with the Principal and are normally taken outside of term-time.

How to apply

Applicants are asked to send their CV (including education/academic record) and a covering letter outlining their reasons for applying, ways in which they meet the person specification and other relevant experience.

The names and contact details of three referees should be provided.

Applications should be sent to Susan Mather, Academic Office Administrator, St Chad's College, 18 North Bailey, Durham DH1 3RH.

Informal conversations and enquiries are encouraged; please contact the Principal, Dr Margaret Masson in the first instance via email: m.j.masson@durham.ac.uk

Dates

Closing date for applications is Friday 2nd May.

We hope to hold interviews within the w/c 2nd June.

The College would expect the Chaplain to take up post on or soon after 1 September 2025.