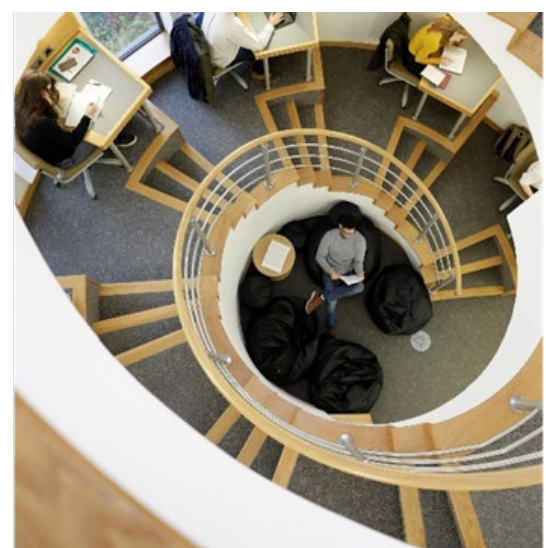


Chaplain

Fitzwilliam College

Salary/stipend: £30,638 pro rata
Hours: Part Time (50-75% time)
Contract Type: Fixed term of 6 years (by Statute)
Placed on: 7 January 2025
Closes: 5pm 3 February 2025





CHAPLAIN OF FITZWILLIAM COLLEGE PARTICULARS

BE PART OF OUR COMMUNITY

Fitzwilliam is a dynamic, open-minded and inclusive academic community with a strong identity.

The College is a friendly and welcoming community. We combine a passion for academic excellence and enquiry, with a commitment to widening access to higher education.

The College encompasses around 1,000 people including staff, Fellows, undergraduates and postgraduates. In common with all of the 31 colleges of the University of Cambridge, Fitzwilliam is an independent, self-governing institution.

The College enjoys a large seven-acre site within 10 minutes' cycle ride of all the major faculties and departments. At the heart of our beautiful grounds is a fine Regency house. Most of our award-winning contemporary architecture dates from the 1960s onwards including a state-of-the-art auditorium and the Olisa Library.

Fitzwilliam began in 1869 as a non-collegiate institution, with the specific purpose of providing a Cambridge education to students who were unable to afford membership of a college. The community became a full college in 1966 and moved to our current site at that time.

Our values

Fitzwilliam's core values are:

- Supporting excellence, creating a unique space for the sharing of ideas;
- Community is our foundation, embracing and welcoming diversity in all aspects; and
- Concern with our purpose, setting an example to the broader community.

The College started to implement our new College Plan in 2021 with the goal to evolve, enrich and enhance the College. We are keen to recruit someone who shares our values and who wants to be a critical part of the next phase of Fitzwilliam's journey.

The Chapel

The Chapel is a beautiful and uplifting building at the heart of the College site. It has recently been awarded listed status in recognition of its architectural excellence. The Chapel is a distinctive space which offers all members, regardless of faith or none, a place for quiet reflection. The Chapel also hosts religious services led by the Chaplain, as well as non-religious occasional concerts and talks. The Chapel will be closed for remedial works during the academic year 2025/6, during which time an alternative on-site location will be used for Chapel services.



Terms and Conditions

1. Applications are invited for the College Office of Chaplain. The appointment is for a maximum of six years, the first year of which will be probationary. We welcome applications covering the range of 0.5-0.75 FTE. It is hoped that the successful appointee will be available to start in April 2025. Alternatively, a September 2025 start date is also possible.
2. The appointment will be subject to the Statutes and Ordinances of the College.
3. The stipend of the Chaplain will be a pro rata FTE annual salary of £30,638, and will be pensionable. The stipend is reviewed in line with the Church of England benchmarking. Rent-free single accommodation may be available in College with a charge to cover services. This is a taxable benefit and further details can be obtained from the Bursar's Office. Alternatively, the appropriate housing allowance will be paid. The post holder will have an office in College and there is an annual entertaining allowance which is reimbursable by the College against expenditure.
4. The current post holder is a Bye-Fellow and we would expect the new Chaplain to be similarly elected. The Chaplain receives the dining privileges of a Fellow.
5. The principal duties of the Chaplain are:
 - (a) to conduct regular and special services in the College Chapel;
 - (b) to offer pastoral care to all members of the College - students, staff and Fellows. They will be expected to work closely with the Head of Wellbeing in coordination with the Senior Tutor in supporting students facing personal challenges. The Chaplain needs to respond sympathetically to the intellectual and emotional problems of university students. Sometimes those who are religiously uncommitted will want to discuss personal or other matters with the Chaplain which they would not share with College Tutors or those with personnel responsibilities in the College.
6. There is no Dean of Chapel, so the Chaplain has overall responsibility (under the Governing Body) for the religious aspects of the College's life. The candidate should be a graduate, normally including a theology degree and should have had at least two or three years' pastoral experience. Some experience in full-time employment outside the Church is an advantage but not essential.
7. The Chaplain is available for spiritual advice to all members and staff of the College, whether staff or students, whether Christian or of other religious traditions, whether religiously committed or not. Within the ecumenical tradition of the College, the Chaplain needs to be able to respond to those from different Christian traditions and be supportive to those from non-Christian faith communities. As part of the College Estates Masterplan there will be a new reflective space created alongside the Chapel. This has been supported strongly by the current Chaplain.



8. The religious tradition of the College has been ecumenical since its foundation, and this is expressed in the College Statutes. Willingness to continue this tradition is essential. The Chaplain is assisted by a Chapel Committee consisting of undergraduates and graduates from the Chapel community, the Organ Scholar(s) and a Fellow: together they are responsible for a variety of activities within the College - weekly meetings for discussion and prayer, and other voluntary activities within the wider Cambridge community. The Organ Scholar(s) and the College's Director of Music share responsibility for the Chapel Choir and music in Chapel more generally.
9. An enhanced DBS check will be required for the successful candidate.
10. Any offer of employment will be subject to evidence of the right to live and work in the UK.

Person Specification

The applicant must be an ordained minister of any church which is a full member of the Council of Churches. Set out below are the essential criteria for the role.

1. An ability to provide a focus for regular and occasional worshippers from a variety of faith backgrounds;
2. Excellence in preaching.
3. A strong pastoral commitment, rapport with younger people and ability to engage with students through a wide range of activities;
4. Ability to work effectively across faith communities and with those in the College who have no faith and, more generally, to build community and collegiality in a spirit of creative engagement with all members and staff of the College;
5. Evidence of commitment to welfare and safeguarding.
6. Strong commitment to developing the social, cultural and intellectual experiences of students and the capacity to engage the College with broader ethical issues;
7. Commitment to promote equality, diversity and inclusion within the Chapel community and wider College;
8. Ability to command the respect of Fellows, students, staff and alumni of the College and be an integral part of the College community.



Application Process

Applications should reach the Master's Assistant, Alice Bevington, not later than **5pm on Wednesday 5 February 2025**. (masters.assitant@fitz.cam.ac.uk). Applicants should provide a *curriculum vitae* with details of their educational and ministerial record, together with a note of any special interests or experience which they may have. Candidates are requested to ask two referees to send references to Ms Bevington without waiting for a formal invitation from the College and to be submitted before 5 February.

Fitzwilliam College values diversity and is committed to equality of opportunity. Applications are welcome from everyone irrespective of age, disability, gender, gender reassignment, pregnancy, maternity/paternity, marital status or civil partnership, race, national original, sexual orientation or any other protected characteristic.

It is anticipated that successful applicants will be interviewed on **Friday 21 February 2025**. In advance of the interview, shortlisted candidates will be invited to visit the College and meet with small groups of the College community. The current Chaplain, the Reverend Graham Stevenson, is moving to another post in Cambridge at the end of his six-year tenure. He is happy to answer informal questions from potential applicants about the post (chaplain@fitz.cam.ac.uk).