

**Director of Foundational Learning
and Elizabeth Pathway Tutor**
Job Description and Person Specification

Lindisfarne College of Theology is pleased to offer an exciting part-time (50%) opportunity to join its core staff team in the delivery of training for church ministry in the North East of England.

Background

Lindisfarne College of Theology (LCT) is a Church of England non-residential theological college that has been offering part- and full-time context-based training in the North East of England since 2009. Our students are Ordinands and Lay Ministers in training in the Dioceses of Durham and Newcastle, preparing for ministry as priests, deacons, readers/licensed lay ministers, and other authorised and licensed ministerial roles. We offer undergraduate and postgraduate study programmes through the Common Awards partnership validated by Durham University. The college also welcomes applications from independent students around the region of the North East.

Foundational Learning

By 'Foundational Learning' we mean study and training at entry-level for LCT's programmes. This mainly includes our 1-year programmes, which typically result in candidates obtaining a Common Awards Foundation Award (60 credits of study). At present such courses are available for Authorised Lay Ministers of the Word (ALMOWs), Lay Pastoral Ministers (LPM) including those with a chaplaincy specialism, Ministry Experience Volunteers (MEVs), with other options under consideration. A new option, the Elizabeth Pathway, is described below. 'Foundational Learning' more generally may also describe non-accredited study, usually in modules selected from level 4 of the Common Awards programmes. 'Foundational learning' also attends to those whose background experience does not meet normal entry-level requirements for study.

The Elizabeth Pathway: A New Training Option

As of 2025 LCT has been awarded the status of running a Church of England pilot programme of **the Elizabeth Pathway**. This is a new ordination training pathway for older, experienced lay leaders. Candidates admitted to this pathway will embark on training with a view to reaching ordination in two years. The first year will include space given to the ordination discernment process alongside LCT training. If, at the end of the first year, a candidate is sponsored for ordination by their diocese, a second year of training and ministerial formation follows with a standard LCT expectation of study and placement(s). The Elizabeth Pathway is open to candidates who have a track record of ministry, leadership and life experience, and who sense a call to ordained ministry in the Church of England. This pathway is normally for people in their mid-fifties up to their mid-sixties, including those who have retired. At present the age range means we are only offering this pathway in Durham diocese.

The New Post

As a result of being awarded national funding, LCT is able to offer a 2-year fixed term 50% post as Director of Foundational Learning and Elizabeth Pathway (DFLEP) tutor, with a commitment to making every effort to fund this post for 5 years in the first instance, although this cannot be guaranteed. The late confirmation of funding means that in the first instance we are attempting to make an appointment on a tight time-schedule.

With this new post LCT is seeking to build on a record of high standards of delivery of flexible student-centred learning, with a strong emphasis on training in local contexts. As a member of the core staff team, the DFLEP tutor will lead on the oversight of Lindisfarne's development of the new Elizabeth Pathway for the training of ordination candidates and potential ordination candidates in discernment, as well as contributing to the core teaching of modules for all students. This role will involve working closely with the Principal, as well as the other core and administrative staff, students, tutors and other key stakeholders.

SALARY	Salary is according to the Lichfield Scale for Theological College staff, including housing benefit to be aligned initially with the Durham Diocese figure. In 2025-26 the full-time Lichfield Scale figure is £32,470, and the Durham Diocese housing allowance (tbc) is £7,000. These figures will be paid pro rata (i.e. 50% in this case). + 10% contribution towards Church of England pension scheme
HOURS OF WORK	This is a part-time post with flexible hours, as teaching is delivered during evenings (mid-week) and weekends to meet the needs of part-time students.
TEACHING LOCATIONS	Church House, St John's Terrace, North Shields, NE29 6HS; Cuthbert House, Stonebridge, Durham, DH1 3RY; and Ushaw Historic House, Woodland Rd, Durham DH7 9RH.
OFFICE LOCATION	There can be occasional use of a shared LCT office in Church House, but the post is designated as 'working from home'.
ACCOUNTABLE TO	The Principal
START DATE / LENGTH	1 September 2025. LCT has been awarded funding for the post for 2 years, and is committed to seeking to fund the post for 5 years, by which time a review will be undertaken of its ongoing viability and the nature and state of the Elizabeth Pathway nationally and in the North East.

Key Duties and Responsibilities

- Oversight and monitoring of all student formation and learning on the Elizabeth Pathway (EP) – this refers to 1st year EP students who are in discernment, and 2nd year EP students who are ordinands. Responsibilities will include oversight of the course of studies on Common Awards modules, in liaison with the Director of Undergraduate Studies; monitoring of placement activities and contextual learning in liaison with the Director of Contextual Formation; and close liaison with Durham (and in time Newcastle) dioceses to support students through the transitions from discernment to ordinand status.
- Assistance in the oversight of the 1-year foundational pathways that may contribute to the first year of EP formation. At present this includes the range of 1-year foundational

programmes described above (ALMOW, LPM and – though unlikely to relate to the EP – MEV).

- Development of relationships with Newcastle Diocese and in particular its 1-year ALM programme (Authorised Lay Ministry training), with a view to making this too a ‘foundational’ route to the Elizabeth Pathway.
- Teaching and assessing of Common Awards BA modules (and, where appropriate Postgraduate modules) according to the appointee’s academic specialisation and interests, and supervising dissertations and independent learning projects in those subjects. A FTE teaching load of modules at LCT may normally be 50–70 credits (or equivalent) annually, with allowance made for building up to a full-time teaching load. A 0.5 post may expect to offer approximately 30–40 credits per year.
 - **Note:** LCT is currently looking to strengthen its offering in mission studies and other areas relating to ministerial practice. In operating as a small core staff team, it is expected that LCT core staff will from time to time need to assist in teaching or assessing modules outside their specialist areas. To teach and assess a module involves preparing the relevant Module Handbooks, developing and maintaining the relevant Module Moodle pages, ensuring these meet the requirements of Common Awards, serving as first marker for the assignments and agreeing marks with the second marker/moderator. There will also be occasions to act as a second marker (or moderator) for modules taught by others.
- It is expected that an ordained appointee would be licensed in Durham diocese initially given the Durham-only status of the EP. Licensing in Newcastle diocese may be considered.

Other responsibilities

- Attendance at regular core staff meetings
- Sharing in the responsibility for establishing and maintaining the ethos of the College as a community of prayer, worship and learning – including contributing to the leading of prayer/worship, and preaching
- Serving as a Personal tutor to students training on the Elizabeth Pathway and other foundational pathways
- Attendance at (normally) two residential weekends during the academic year

What LCT will offer:

- A supportive and encouraging working environment, combining specific requirements with considerable flexibility
- Opportunity to work with a motivated team, and to engage with committed and enthusiastic students
- A staff development policy designed to encourage the appointee’s own personal and professional development
- Regular line management and annual professional development review

Person Specification

Essential

- Hold a degree in Theology or Theology and Ministry at MA level
- Have awareness of the nature of ordination training in the Church of England
- Have experience of, and understanding of, the church in the North East
- Be enthused and excited about teaching and enabling learning in relevant subject areas
- Have strong interpersonal skills with an ability to manage change and work as part of a small team
- Have a positive understanding of the role of ordained and licensed ministry within the Church of England
- Be able to take responsibility for the ministerial formation of Ordinands and other students in training, including having pastoral oversight of students in discernment
- Be familiar with and able to work supportively with the different traditions of the Church of England.
- Be organised and administratively skilled, with good and effective working knowledge of IT, including standard Microsoft Office programmes
- Have good written and verbal communication and presentational skills
- Be committed to flexible working hours and travel to different teaching and meeting locations, including evening travel

Desirable

- Be an ordained minister in the Church of England
- Have experience of church leadership, preferably to incumbency level
- Hold a PhD or other doctorate in a theological discipline
- Have experience of teaching in Higher Education
- Be willing to work creatively with people from other Christian denominations, including having a positive understanding of the role of leadership ministry in these contexts

An Occupational Requirement exists for the post-holder to be an active communicant member of the Church of England or of a Church in full communion with the Church of England in accordance with the Equality Act 2010.

Application

Interested candidates may call the Principal, Rev Dr Richard Briggs, for an informal conversation about the post. To arrange please email richard.briggs@lindisfarnect.org

An application form can be requested by email: enquiries@lindisfarnect.org

The closing date for applications (by email) is **Thursday 29th May 2025 by 12.00 midday**.

Interviews will provisionally be on Friday 30th May, but limited flexibility may be offered.