



EST.1948

**MOORLANDS
COLLEGE**

ROLE APPLICATION PACK

PRINCIPAL

2022



Introduction

Moorlands College was established in 1948 and exists to inspire and equip people passionate about Jesus Christ to impact the church and the world.

We seek to achieve our purpose through providing an inspiring student experience characterised by well designed, academically excellent programmes, practical experience, spiritual growth and a supportive community that fosters growth of the whole person through genuine and lifelong connections.

Throughout my seven years of involvement with Moorlands, I have found this purpose to be clear, deliberate and visible at every level.

We offer rigorous theological and biblical programmes to equip Christians passionate about God's Word. This includes our postgraduate and undergraduate programmes alongside events and informal short courses. Our passion is to equip and train people to make a difference for Christ in his world and offer plenty of opportunities to grow, learn, and apply study practically.

Moorlands College's higher education programmes are validated by the University of Gloucestershire. We have participated in the Government's Teaching Excellence Framework and are reviewed by the Quality Assurance Agency to ensure we fully meet national expectations as a provider of higher education. We are also registered with Office for Students (OfS).

We're confident in our staff, systems and students. We are on the road to applying for degree awarding powers – a major academic milestone and a step that has the support of our accrediting university.

Our students and their experience really matter to us. We have extremely high levels of student satisfaction, as measured through the National Student Survey, with an overall satisfaction score of 96% in 2021.

Moorlands College is a registered charity which owns its grounds and buildings in a beautiful setting just outside Christchurch, Dorset. It has strong reserves, with a large £3 million building project completed in 2015 financed entirely by donations. Programmes are delivered via our Christchurch Campus and Regional Centres.

Moorlands was able to quickly transition to remote learning during the pandemic, maintaining a very high level of student satisfaction and is now looking forward to a new period of development and growth with a focus on blended learning and programme redesign. The new Principal will be at the heart of our exciting future, leading the cultural and structural change that will be needed for the challenges ahead.

Tim Goulding
Chair of Trustees



History

From Derbyshire, to Devon, to Dorset—and now across the UK. Ours is a long and rich history of biblical, theological and practical training.

1948 Birth of a vision

David Clifford spends six months in the USA (1946), receiving a vision to equip young people for evangelism. He subsequently purchases a large property near Matlock, Derbyshire as premises for a new college and conference centre.

Matlock Bible College

Matlock Bible College starts with just eight students, plus John Welch as Principal for three years with David Clifford as Vice Principal during that initial period. It was over the next 19 years that David Clifford was supported by both qualified resident and visiting lecturers, and the practical dimension of the training, such as evangelistic missions, treks, open airs, and outreach meetings was maintained. Some students accessed medical training—covering minor surgical procedures, basic medicine and obstetrics—in response to the needs of these post-war missionaries working in remote areas of the world.

1955–1968 From Derbyshire to Devon

With numbers increasing, the college relocates to Dawlish, Devon, changing its name to 'Moorlands', corresponding to the South West region. During these years the college grew in vision and in numbers, with a ladies college opening from 1964 in Torquay, then in Teignmouth.

1968–1970 Facing a period of unrest

Moorlands College encounters difficulties and is re-established in Verwood, Dorset, with seven students. Dr David Clifford, accompanied by three loyal members of staff continued.

1970 The vision is passed on

Moorlands College re-opens in a large converted manor house in Sopley, with the support of an American mission (Greater European Mission), who provide Moorlands College not only with its new home, but also its new Principal: Dr Derek Copley. Ian Clifford, son of the Founder, serves alongside him till 1976.

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1971–1998 A time to build

Moorlands College grows its campus facilities over several years during the early 1970s, whilst the old manor house finally becomes so unsafe it's pulled down. In 1995, under its new partnership with Cheltenham & Gloucester College of Higher Education, Moorlands College awards its first validated Diploma, followed one year later by a BA degree.

1999 The fourth Principal in 50 years

Rev Dr Steve Brady is appointed Principal; only the fourth person to hold the post in Moorlands College's history.

2013–2018 Growth across the UK

Our training is now more accessible than ever, thanks to new Regional Centres opening at the invitation of others—very often college alumni. The first opens in the South West in 2013, supported by South West Youth Ministries (SWYM), and is followed one year later by our Midlands Regional Centre. Back in Sopley, the campus facilities are not keeping up with the pace of college growth, and nearly £3 million is raised to build a new community Hub and Auditorium, opened in 2015 by Baroness Caroline Cox.

Rev Dr Steve Brady steps down as Principal and says farewell to the college to start his new position as Minister of First Baptist Church, Grand Cayman.

2019–2021 Developing connections

Revd Dr David Hilborn joins our Moorlands College staff team as our fifth Principal in 70 years. Moorlands College and Wycliffe Bible Translators announce collaboration to establish a new 'School of Language and Scripture' at Moorlands College. The School offers a new Masters programme (MA in Language, Community and Development) and is aimed at UK and international students serving with Bible translation organisations around the world.

Teaching went online in March 2020 due to the global pandemic and students adapted brilliantly to the change. Lectures and placements continued virtually and the college continued to support students through their studies but also through the vast changes caused by Covid-19.

In September 2020, a new Moorlands College centre, with a new cohort of students, was launched in Belfast (Moorlands NI @ Youth Link).

2022 Looking to the future

Ian Coffey, long-serving staff member, well-known preacher and lecturer, takes on the role of Acting Principal to lead the college as David Hilborn moves on from the role of Principal to focus on academia. The demands of the world and the nature of education may be continually shifting, but the need for sound biblical and theological training never dwindles. Moorlands remains committed to the vision of training people, passionate about Jesus Christ, to impact the Church and the world.

In June 2018 the Trustees gave the go-ahead to apply for Taught Degree Awarding Powers (TDAP), which will eventually empower the College to award its own BA and MA degrees, no longer under the auspices of the University of Gloucestershire.

The College currently has an Executive Leadership Team of seven plus the Acting Principal – an Executive Director, Directors of Academic Quality, Operations, Finance, and Communications, and Heads of Undergraduate and Postgraduate Studies. Moorlands employs over 60 people.

There is both optimism and energy as we face a multitude of challenges and opportunities, above all holding true to the Gospel of Jesus Christ at a time when change is rife in the church and in society. In God's grace, we plan to serve Christ, our students and the Church for many years to come.



Purpose statement

Moorlands College exists to inspire and equip people, passionate about Jesus Christ, to impact the church and the world.

The means by which we achieve our purpose is through providing an inspiring student experience characterised by well-designed, academically excellent programmes, practical experience, spiritual growth and a supportive community that fosters growth of the whole person, through genuine and lifelong connections.

To achieve our purpose, we integrate our ethics (foundational document and body of belief) with our key characteristics (communal and intentional behaviours).

Ethics

Ethics are the moral principles on which our concepts of belief and behaviour are based. The foundational document for our ethics is the College's Statement of Faith drawn from the Evangelical Alliance of the United Kingdom, representing around 2 million people in the UK. Thus, our ethics shape our ethos and our values which are derived from and grounded in our Statement of Faith.

Key characteristics

Servant-hearted

- People passionate about Jesus Christ are equipped to serve God in numerous Gospel focused ministries as effective Christian leaders who lead and serve others with humility and wisdom.
- Moorlands serves a wide range of classically evangelical churches, Christian and other employers by developing leaders oriented towards serving others first.

Non-denominational

- Developing leaders who truly own their beliefs and have respect and love for others through spending time in fellowship and learning within a student body that creates a healthy challenge through its theological diversity while also being united in a shared readiness to learn from classical evangelical essentials.

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Access to learning

- We welcome students of all ages and educational backgrounds who are likely to succeed and able to benefit from the College's provision.
- Each student is offered full support to reach his or her potential.

Excellence

- Maintaining the highest quality and standards in all areas through continual improvement and ongoing, careful expansion, and thereby building a growing reputation for excellence that is increasingly widely recognised.

Missional

- Seeking actively to proclaim and express the Christian message in all we say and do.
- Relating Gospel centred theory and practice, our students grow in resilience and in their love for Christ and others.





Summary of key attributes

1. A Christ-centred, servant-hearted, passionate, strategic leader able to set direction and support the team to deliver.
2. Well known in the UK Christian sphere, and will actively promote the College across a range of networks.
3. Able to lead competently on the key skillsets required of the role (Leadership, Head of Institute and Principal).

Role description

The Principal's role is to be that of a Chief Executive Officer (CEO) providing effective and Godly leadership to the College.

Strategic leadership

There are three key skillsets required:

1. Leadership – setting the strategic direction of the College with the Board, and actively raising the public profile of the College;
2. Head of Institute – being the point of focus for all parts of the Higher Education vehicle;
3. Principal – responsible for training Christian leaders to impact the world.

■ Sharing the Board's vision and ethos, the Principal will lead the planning and implementation of strategy. They will need to be a strategic thinker who can convince people to go on the journey with them.

■ Working out of the shared vision and ethos, the Principal will have responsibility for organisational and cultural change – leading, developing and empowering teams to implement and deliver in a timely fashion.

■ The Principal will actively promote Moorlands College across a range of networks raising the profile of the College. This will be a key element of student recruitment alongside ensuring that the strategic direction fits the needs of current and future students.

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Academic leadership

- Being in tune with Moorlands' purpose to inspire and equip people to make a difference in the church and the world, the Principal will both model this and encourage the staff team to do the same so that the College is known as and seen as the place to go for education, research and professional development for those who are seeking to extend the influence of the kingdom of God in the world.

Spiritual leadership

- Support the vital purpose of Moorlands College to help students grow in their love for Christ, his Church and his world.
- Encourage, support, direct and lead by example.
- Proactive and persuasive in sharing faith; discipling and encouraging others to do the same.

Operational leadership

- A central part of the role is the line management of the Executive Leadership Team.
- Support, motivate and lead the experienced team and strategically enable the day-to-day work of the College's teaching, administration, development, and operation.

Other aspects of the role

- The Principal will always be a proactive ambassador for the College, speaking on its behalf, advocating and developing relationships with individuals and organisations.
- As CEO, the Principal will understand and take responsibility for good financial management and governance.
- The Principal is also a key guardian of the reputation of Moorlands College.
- The Principal will actively engage in teaching and will be expected to undertake some elements of course delivery as necessary.

Key working relationships

Board:

- ★ The Principal is accountable to the Board, communicating regularly and openly via the Chair.
- ★ The Principal sits on sub-committees of the Board such as the Finance and Resources Committee.

Executive Leadership Team:

- ★ The College's academic, operational and developmental leadership lies with a committed and capable Executive Leadership Team.



Person specification

Values and character

- Christ-centred, servant-hearted and passionate in your faith, you will be unequivocally committed to evangelical Christianity as expressed in the Evangelical Alliance Basis of Faith to which all relevant College staff and Trustees annually re-affirm their own commitment.
- Character is vital: the Principal models godly leadership to staff and students alike.

Management and leadership

- Strong facilitative leadership skills with a proven track record of inspiring and leading a team towards a collective goal.
- Experience of leading and managing organisational transformation and cultural change.
- A seasoned leader and people manager who can identify and nurture talent.
- An understanding of financial management and good business practice.
- Proven successful management experience and a commitment to excellence in all aspects of governance.

Personal

- Effective interpersonal skills and strong emotional intelligence.
- Highly self-aware; an empathetic listener who encourages and values all contributions and views.
- A relational networker (across the broader national/international church) with excellent influencing and negotiating skills.
- A pastoral heart and care for individual students and staff.

Academic

- It is desirable to have a knowledge and experience of the Higher Education sector as it relates to Bible Colleges.
- A passion for academic excellence and applied theology with a track record of writing, research and facilitating similar work by others.
- Academic qualification to doctoral level is desirable.



Application process

To apply, please email your CV, with a letter of application, to sarah.isaac@moorlands.ac.uk. Sarah Isaac will also be your first point of contact for further information; a visit to the College may be arranged on request.

Your letter of application should include the following:

- Tell us briefly (less than 1,000 words) about your spiritual journey, how you understand God's call on your life and how this connects with Moorlands.
- The elements of this role which most interest you and where you would focus your efforts.
- In what ways you feel passionate about the vision and mission of Moorlands College.

Salary: circa **£60,000** plus pension scheme and other benefits.
A relocation package may be available.

Type: Permanent.

Hours: Full time.

Location: Christchurch, Dorset.

Closing date: Monday 13th June 2022 at 9am.

Interview dates: 1st Interviews conducted virtually.
2nd Interview at Moorlands on Wednesday 22nd June 2022.

This post carries a Occupational Requirement that the postholder be a committed evangelical Christian who is able to affirm the College's vision and mission, and to sign its Statement of Faith.

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