

## LECTURER IN PASTORAL AND SPIRITUAL CARE

## SPIRITUAL CARE PROGRAM DIRECTOR

Whitley College and the University of Divinity seek to recruit a Lecturer in Pastoral and Spiritual Care, and Spiritual Care Program Director to commence immediately. This is a full-time position available for a fixed-term appointment of 3 years (with potential for renewal) located in Melbourne, Victoria.

### APPLICATIONS

Closing date for applications:

**5pm on Friday 2 December 2022**

Applications must include:

A cover letter addressing the selection criteria  
A curriculum vitae  
Contact details for three referees

Send applications electronically to:

Anjali Antoniotti  
Chief of Staff  
aantoniotti@divinity.edu.au

The University of Divinity  
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(03) 9853 3177

[www.divinity.edu.au](http://www.divinity.edu.au)

## **About Whitley College**

Whitley College is the Baptist College of Victoria, an agency of the Baptist Union and a College of the University of Divinity. Whitley provides high quality theological education to those committed to the call of God and to the life and mission of the Church in a rapidly changing society. As a College of the University of Divinity, it offers theological education, professional development opportunities, advanced research programs, and innovative and flexible training initiatives. Whitley's mission is to equip its students for leadership and service in a variety of ministries in church and society.

## **About the University**

The University of Divinity delivers education and research in theology, philosophy and spirituality and for over one hundred years has prepared its graduates for ministry, leadership and community service.

The University is regularly ranked by students as the top University in Australia for student satisfaction and learner engagement, reflecting the high quality of its curriculum and the dedication of staff to working with small classes.

Based in Melbourne, the University operates across Australia and works in partnership with its Colleges, over thirty churches, religious orders and associated organisations in a unique ecumenical enterprise.

The University's Vision is that

*Together we empower our learning community to address the issues of the contemporary world through critical engagement with Christian theological traditions.*

For more information, please see [www.divinity.edu.au](http://www.divinity.edu.au).

## **About the Spiritual Care Program**

The Spiritual Care Program is a new collaborative initiative of the University under its Strategic Plan. The Program aims to meet emerging needs for spiritual care and chaplaincy in a wide variety of areas such as the health, education, community service, defence force and mining sectors, and, through the University's Colleges, reaching into faith-based agencies from a range of Christian denominations. The Program will commence with establishment of a Graduate Certificate in Spiritual Care and to develop specialist streams in related awards at Graduate Diploma and Masters level.

The Spiritual Care Program Director is the University's lead on the program, accountable to the University Executive. The Director will build partnerships with students, industry, graduate employers, professional associations, agencies and Colleges to support the Program's development and growth. The Director will lead the creation of the Graduate Certificate and associated business plan in 2023 for a 2024 commencement, and coordinate its delivery by staff from across the University's Colleges and partner agencies.

The Director will also serve part-time as a Lecturer at Whitley College, delivering courses and units in Spiritual and Pastoral Care.

## **POSITION DESCRIPTION: LECTURER IN PASTORAL AND SPIRITUAL CARE, AND SPIRITUAL CARE PROGRAM DIRECTOR**

The Lecturer in Pastoral and Spiritual Care is responsible for conducting, coordinating and developing teaching and research in the areas of Pastoral and Spiritual Care at Whitley College. The Lecturer will make original contributions to knowledge and practice through research, writing and teaching, and develop educational offerings in the area of pastoral and spiritual care studies.

The Spiritual Care Program Director is responsible for the development and implementation of the Graduate Certificate in Spiritual Care, and delivery of this and the University's related awards in Pastoral and Spiritual Care. This includes finalising development of a common core curriculum for the award, preparing a business plan, gathering and coordinating the staff team, student recruitment, alumni development, research directions, and engagement with partners and end-users (including graduate employers).

### **1.1 Responsibilities: Lecturer in Pastoral and Spiritual Care (0.6 FTE)**

#### *Teaching (0.4 FTE)*

- a) Teach academic units in Pastoral and Spiritual Care as agreed with the Dean of Education at Whitley College.
- b) Creatively respond through innovative educational program development to presenting needs and issues.
- c) Maintain awareness of current scholarship in the broader area of Practical Theology and the ability to integrate new developments into academic work.
- d) Encourage and support students in their learning experience.
- e) Provide pastoral support for students through communal life and relationships.
- f) Engage in administrative tasks as part of the College staff.

#### *Research and Professional Development (0.2 FTE)*

- g) Engage in research projects that contribute to understandings and practices regarding pastoral and spiritual care studies.
- h) Supervise higher degree by research students in relevant areas.
- i) Maintain research active status as defined by the Academic Staff Policy and participate in the academic life of the University.

### **1.2 Responsibilities: Spiritual Care Program Director (0.4 FTE)**

- a) End-to-end responsibility for development and delivery of the Spiritual Care Program.
- b) Advocate for and promote the University's Spiritual Care Program and its graduates to prospective students, ecclesial partners, and the wider community
- c) Liaise with prospective students and be the primary point of academic contact for students enrolled in the Spiritual Care Program including admission, course advice and enrolment.
- d) Coordinate and participate in the delivery of teaching of courses and units, including recruitment and supervision of teaching staff.
- e) Exercise responsibility for the academic quality of awards, including marking, examination and moderation of assessment

- f) Design and deliver professional development and research activities for students and graduates of the University's Spiritual Care Program
- g) Develop relationships to provide accreditation and employment for graduates and spiritual care services with the University's partners and the wider community
- h) Ensure the Colleges are engaged in delivery and promotion of the Spiritual Care Program, especially with their denominational partners

## **2. Key working relationships**

The Lecturer and Program Director:

- 2.1 Reports to the Dean of Academic Programs (as the Vice-Chancellor's delegate) as line manager
- 2.2 Is accountable to the Spiritual Care Working Group of the University Executive for the delivery of major objectives and key priority indicators
- 2.3 Is accountable to the Principal and Academic Dean of Whitley College in relation to the delivery of units and participation in College activities
- 2.4 Works with academic staff from across the Colleges qualified to teach Spiritual Care at postgraduate level
- 2.5 Liaises with staff in Colleges, the Library Hub and the Office of the Vice-Chancellor as required for the effective operation of the Spiritual Care Program
- 2.6 Liaises with students, graduates and end-users of the Program to ensure the Program's successful development in education, research and employment outcomes.

## **3. Key performance indicators for 2023**

- 3.1 Establish effective working relationships with Spiritual Care Australia, Spiritual Health Association, Meaningful Ageing Australia and at least four potential employers of program graduates, as the University's primary contact.
- 3.2 Develop through to Academic Board and Council approval the Graduate Certificate in Spiritual Care, ensuring alignment with industry and market needs.
- 3.3 Develop through to the University Executive a business plan for delivery of the Graduate Certificate and related awards which ensures a return on investment to the University and its Colleges and provides for future year growth.
- 3.4 Establish an industry reference group and an academic staff group to oversee design, delivery and continuous improvement of the Program.
- 3.5 Recruit students (at least 10 EFT) for admission to the Program in 2023.

## **4. Selection criteria**

- 4.1 Academic qualifications in theology and spiritual care or allied discipline, with a PhD or equivalent being desirable
- 4.2 Experience as a leader or significant team member within a University or other higher education environment

- 4.3 Professional experience as a spiritual care practitioner
- 4.4 Capacity to coordinate the delivery of the Spiritual Care Program demonstrated by experience in the management of academic programs or similar
- 4.5 Experience in teaching, including working online and delivering online content
- 4.6 Capacity to engage in the University's vision for the Spiritual Care Program demonstrated in the ability to develop and implement goals and to inspire others
- 4.7 Strong interpersonal skills demonstrated in the ability to work well with a diverse range of people
- 4.8 Excellent organisational and time management skills, demonstrated in the ability to set priorities, meet due dates, and work collaboratively
- 4.9 Ability to exercise academic and professional judgement
- 4.10 Outstanding oral and written communication skills

**5. Terms and conditions**

The position of Lecturer in Pastoral and Spiritual Care and Spiritual Care Program Director is a full-time, fixed term appointment for three years subject to satisfactory performance (with possibility of renewal). Salary level is subject to the qualifications and experience of the successful candidate in the range of \$91,490 - \$106,562 plus 10.5% superannuation and 17.5% annual leave loading.