

# Principal Whitley College

## *Role Description*

### **ABOUT WHITLEY COLLEGE**

Whitley exists to educate and equip students to think, behave, and serve by engaging faith, church, God, and the world with confidence and humility.

Building on a foundation of over 130 years, Whitley continues to educate and equip students to think, behave, and serve by engaging faith, church, God, and the world with confidence and humility.

Whitley serves students, churches and employers through:

- our wholehearted commitment to teaching and research;
- our experience in equipping students seeking ordination, pastoral, and spiritual formation;
- our innovative and collaborative approach to service and solutions, and;
- a clear understanding of our identity and diversity as Baptists.

As we journey together we commit to being:

- Faithful *and* Scholarly;
- Biblical *and* Contextual;
- Passionate *and* Analytical;
- Baptist *and* Diverse;

and therefore ready to serve Christ and our communities.

As a Baptist College located in Victoria, we are proud to serve culturally diverse cohorts of students across Australia and beyond. Whether on campus or online, every one of our students can be assured of a safe, supportive, and transformative educational experience. Many will go on to serve in congregational or agency settings, whilst for others, the study of one of our theology, spirituality, or Christian leadership programs will prove to be a vital step into the wider workplace.

## **PRIMARY OBJECTIVE OF THE ROLE**

The primary objective of the Principal is to foster and implement a shared and compelling vision for the college that reflects its theological and ministry formation mission. The Principal works towards fostering an environment that supports this vision being embraced by staff, students, the wider Baptist community.

The Principal is responsible for:

### **LEADERSHIP**

- Leading and inspiring high standards of teaching and research within the College, and continuing to improve the student experience.
- Developing strong relationships with all stakeholders.
- Demonstrating collaborative leadership within the denomination that inspires excellence in ministerial training and theological formation across the Baptist community.
- Creating a learning, pastoral and social environment for all staff and students that nurtures respect, safety, inclusion and fairness;
- Developing a distinct and well-understood strategy by leading the strategic planning process within the framework set by the Council ensuring the mission and strategic direction of the College is clear, understood and embraced by staff, students and key stakeholders.
- Developing the College's resources through the expansion of its contributions to education, research, and community engagement.
- Drive fundraising strategies and engagement with alumni and other potential donors.
- Lead the College's capital development plan to ensure the Parkville site meets the needs of generations to come.
- To model and create a trust-based culture that upholds and advances the College's values of inclusion, diversity, equality and appreciation of difference.

### **MANAGEMENT**

- Managing people, resources, and risks in a timely and effective manner to achieve the College's goals.
- Promoting strategies for recruiting, developing, and retaining high-quality staff.
- Overseeing the College's compliance with all relevant legislation, statutes, regulations, and policies.
- Maintain and foster the College's continued financial stability, particularly by continuing to increase the College's endowment fund.

- Developing strong external networks in the theological education sector in order to maximise opportunities for collaboration and achievement.

### **EDUCATION, TEACHING & RESEARCH**

- Leading and inspiring high standards of teaching and research within the College, and continuing to improve the student experience.
- Deliver a curriculum and awards that meet the needs of churches and students and prepare them to serve the needs of employers, and society.
- Actively support the welfare and progress of students and staff and play a visible pastoral role.
- Fosters a culture of mentoring, development and empowerment across the staff team.

### **Preferred Characteristics:**

We seek a person who embodies the following characteristics:

- Leadership - demonstrates, values, and develops.
- Maturity: a person of deep Christian faith with a pastor's heart, demonstrated through love for God and others, a commitment to long term relationships (i.e. mentoring and discipling others)
- Personable: approachable, permission-giving, non-anxious presence.
- Self-aware: understands themselves and their impact on others
- Creativity: innovative and sees possibilities beyond the norm.
- Authentic, courageous leadership: i.e. objective decision-making, congruent, values-led behaviours, courage, resilience, welcoming of feedback.
- Wisdom: discerning, respectful of different viewpoints, fair-minded.

### **Preferred Commitments:**

We seek a person who shares the following commitments: (not in any particular order)

- formation of people through theological education for life and ministry
- formation of pastoral and missional leadership
- their personal development and patterns of accountability
- the Baptist Union of Victoria: the local churches, agencies, and leadership
- working collaboratively with staff, faculty, and other partners, including theological education providers in the Asia-Pacific region

- healthy relationships with Baptist congregations and with other denominations, the disciplines of theological and intercultural education, including postgraduate research and teaching in LOTE

### **Preferred Competencies:**

We seek a person who demonstrates the following competencies:

- experience in transformative organisational leadership
- managing organizations through times of significant transition
- a doctoral degree, preferably in theology or a related discipline
- managing organisations through a demonstrated understanding of the finance, human resources, legal, risk and marketing functional leadership required of a Principal level position
- experience in negotiating spaces between different and competing organizations
- ability to inspire and build an effective leadership team
- communication, delegation, and administrative skills
- contributes to the worship life of the College
- an active teaching, research, and publication profile • demonstrable experience in adult education
- conversant with and appreciative of core Baptist values and commitments
- skills in promoting the public profile of the College, including use of digital media

### **KEY RELATIONSHIPS**

**Chair of Council:** Engaging in regular communication with the Chair of Council, in preparation for Council meetings and carrying out the decisions of Council.

**College Council:** To provide effective reporting to Council on the operations of the College; to propose strategic directions for the implementation of the College's mission and objectives, and to present operational plans and budgets which effectively carry out these strategic directions.

**BUV Director Mission & Ministries:** To maintain effective working relationships and communication with the DoMM, to ensure the highest levels of co-operation and mutual support between the Baptist Union Leadership and the College.

**Theological Faculty:** As a member of the Faculty, to engage actively in the work of theological education and ministerial training.

**University of Divinity [UD]:**

- In conjunction with the Dean of Education, ensuring effective accountability to the UD on all matters required within the Collegiate Agreement.
- Engage in effective representation of the College's interests within the decision-making and policy formulation processes of the UD.
- Ensuring that effective reporting takes place, especially to the College Council, on policy matters developing within the UD, as they affect the interests of the College.

**How to Apply**

For further information and to apply, please contact the Chair of Whitley Council, Rev Katrina Lambert, [councilchair@whitley.edu.au](mailto:councilchair@whitley.edu.au)

Your application should include:

- A cover letter articulating your vision, background, and suitability for the role.
- A comprehensive CV.

Applications close Friday 19 April 2024.