



WYCLIFFE HALL

**Dean for Research and Cultural Development
and Director of the Renaissance Project**

Wycliffe Hall is seeking to appoint a Dean for Research and Cultural Development and Director of the Renaissance Project, driving new initiatives in the Hall as it seeks to widen its impact.

Wycliffe Hall is an Evangelical College in the heart of Oxford and is a Permanent Private Hall of the University of Oxford, committed to excellence in teaching and research. Our vision is to see the nations transformed by the gospel, for which we are renewing Christian leaders in prayer, character, preaching and thinking. We have around 110 students, of whom about 50 are Church of England ordinands. Students study for undergraduate and postgraduate qualifications from the certificate level to the doctorate, and come from a wide variety of backgrounds.

Over the coming years, the Hall has set itself the task of fostering a new renaissance of Christian scholarship and culture. At a number of points in human history, a surge of intellectual and creative energy has reshaped how people thought, and left individuals and societies with conceptual possibilities that had not been available to them before. So great were the new possibilities that the metaphor of rebirth came to be used of these periods of history. Wycliffe is committing itself to fostering another such surge in our time, because it believes that the cultural energy levels of our generation need to be galvanised, and that our society's attitudes and assumptions need to be reset. Further information about the rationale behind the Renaissance Project, and some of the key projects which are expected to play part of this postholder's activity, is available in the Appendix to this job description.

The post is full-time, and carries a salary range of between £33,700 and £38,447 depending upon experience. In addition there is a £15,000 per annum housing allowance.

This is a full-time permanent role.

To apply for this post, please send the following:

- 1) A full CV
- 2) A covering letter detailing your interest in the role
- 3) The names and contact details of two referees

To principals.pa@wycliffe.ox.ac.uk, by the closing date of Monday 10th April 2023 at 5pm.

Interviews are planned for the week of 17th April 2023.

A start date of 1st September 2023 is envisaged, but earlier would be welcome.

Women and ethnic minorities are encouraged to apply.



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Job Description

Responsible to: The Principal

Line management responsibility for: Wycliffe Research Fellows and Junior Research Fellows, the Artist in Residence, and any other creative appointees, plus any other future appointments largely or wholly serving the Renaissance vision.

Key responsibilities:

1. Driving Implementation of the Renaissance Vision

- Working with the Director of Strategy and Implementation (Bursar) to deliver the various aspects of the Renaissance vision in a coherent and integrated way
- Working with the Development Office:
 - a. to provide funding for more research appointments, so as to attract more of the most able scholars to be part of the Wycliffe community and so to inspire a higher collective academic aspiration and achievement;
 - b. to fund other creative appointees, in addition to the artist in residence;
 - c. to attract sponsorship for Wycliffe Conversations and other such events;
 - d. to fund posts to enable academic reflection on creativity and culture
- Working with the leadership of Yarnton Manor to deliver events and shape facilities that meet the goals of the Renaissance Vision
- Ensuring that emerging elements of the RV are at all times integrated and consistent with Wycliffe's core campus activities
- Advocating for the Renaissance Vision at University and Christian network levels

2. Development of Research and Scholarship

- Managing the research fellows and JRFs
- Developing a mentoring scheme for doctoral students in non-theological disciplines and working with the Development Office to provide funded doctoral scholarships
- Drawing on, and contributing to, networks of Christian scholars within the University of Oxford both to provide mentors for our doctoral students, and to encourage, co-ordinate and promote their scholarship

- Working to establish regular 'Wycliffe Conversations', to help the Hall make a more visible contribution to the life of the University
- Working to develop means of supporting Christian leaders in different fields and sectors, including by making Wycliffe attractive as a base for sabbatical study, career development, and vocational discernment
- Working to develop Research Institutes in particular areas of study

3. Development of Cultural Creation and Reflection

- Managing the Artist in Residence
- Working with the Artist in Residence to encourage, celebrate and showcase the creativity of the student and staff body
- Working to promote academic reflection on artistic and cultural expression

4. Teaching

- Teaching in the successful candidate's particular areas of expertise

5. Research and Publication

- Carrying out and disseminating academic research in the successful candidate's particular areas of expertise
- Publishing at a popular-level to raise awareness of the Hall's Renaissance Project

6. Contribution to the wider life of the Hall

- Serving as part of the Hall's Senior Management Team
- Participation in the liturgical life of the Hall
- Contributing to Open Days, Summer Schools etc.
- Other duties as assigned by the Principal.



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Person Specification

Essential

- An ability to articulate the vision of the Renaissance Project
- Evidence of leadership in previous role(s)
- Outstanding verbal and written communication skills
- Strong teaching skills and the ability to inspire and encourage students in a range of disciplines
- Strong organisational skills
- Strong social skills and a collaborative approach to work, with the ability to inspire and encourage colleagues outside formal management structures
- Supportive of the Ethos, Vision and Academic Values and Virtues of the Hall
- Proven track record of fund-raising
- Clear academic credibility, holding a doctorate and articulating a programme of intended research
- An ability to manage multiple stakeholder groups (e.g. fellow staff, students, University, Church, Trustees, the artistic community) with ease
- Strong networking skills
- Familiar with the University of Oxford
- Strong links with Christian networks
- Experience of launching and sustaining major new projects

Desirable

- Being an ordained member of the Church of England



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Post details

There is a Genuine Occupational Requirement (GOR) that the postholder is a Christian woman or man, being in full sympathy with the ethos and aims of Wycliffe Hall. Regulation 7(2)a of the Employment Equality (Religion or Belief) Regulations 2003 applies.

Enhanced DBS disclosure is required.

Remuneration

The salary provided on Wycliffe's scale, linked to both the Lichfield Scale and the University of Oxford, is between £33,700 and £38,447 as of 1st April 2023 depending upon experience, plus £15,000 housing allowance per annum for those resident full-time in Oxford or nearby. This post is offered subject to the satisfactory completion of a 6-month probationary period and the capability and disciplinary provisions set out in the employee handbook.

Pension

In the case of an ordained person, the employee will usually be a member of the Church of England Pension Scheme, and the College will be the responsible body for contributions. In the case of a lay appointee, an amount equal to 20% of the salary would be payable to the Hall's Group Personal Private Pension scheme.

Holidays

35 days per year, in accordance with the College Holiday Policy, in addition to public holidays, which if these fall during College term, shall be taken at an agreed time during vacations.

Study leave

Currently Tutorial Fellows are normally provided with study leave of 4 months in a three-year period.

Research Grant

A generous research allowance is provided, covering both conference attendance and book purchases.

Meals in College

The appointee will be entitled to free College meals except when the kitchen is closed.

Location

The normal place of work is Wycliffe Hall, 52-54 Banbury Road, Oxford.

General

The appointment will be subject to the provision of proof of the right to work in the UK.

The job description is correct as of 20 March 2023. It will, however, be discussed between the appointee and the Principal, and may be amended from time-to-time, following such consultation, to reflect developments in, or changes to, the job.



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Appendix: The Renaissance Project

Wycliffe Hall has set itself the task of fostering a new renaissance of Christian scholarship and culture.

What?

In seventh century Northumberland and Hispania, in eighth and ninth century Westphalia, in twelfth century Western Europe, and seminally in fifteenth and sixteenth century Italy, a surge of intellectual and creative energy reshaped how people thought, and left individuals and societies with conceptual possibilities that had not been available to them before. So great were the new possibilities that the metaphor of rebirth came to be used of these periods of history.

Wycliffe is committing itself to fostering another such surge in our time, because it believes that the cultural energy levels of our generation need to be galvanised, and that our society's attitudes and assumptions need to be reset.

Why?

Within society...

- Culture wars within the West have revealed – and deepened – a huge political and ethical division within our society
- Social media have encouraged a brutality of discourse that leads to mental health issues for the individual, and a ghettoization of news gathering and opinion forming that further polarises our society
- Our cultural expression has frequently been characterised by a banality that does not elevate the human spirit. As Rita's mother says in *Educating Rita*, 'there must be better songs to sing than this'.
- People are increasingly realising that the loss of Truth as a universal category does not free us – it leaves us vulnerable to being exploited by political leaders and social influencers who feel unconstrained by issues of veracity or morality
- People are increasingly realising that relativism is not their friend – it is not the friend of liberalism, science, justice, journalism nor aesthetics
- However, people are afraid to return to a concept of absolute morality for fear that it will be imposed on them by force

The Church should have something to contribute on this, because it follows someone who did not impose his agenda on others by force.

But the Church has long ceased to be the place people turn for wisdom on the major issues and developments of the day. It has ceased to be the place where people go to mark their significant life events. And its own language, art and music have largely failed to capture the minds and imaginations of our generation. It has tended to talk to itself rather than engage with the thought and culture of the society it claims to want to serve, with the result that it is regarded as largely irrelevant by that society.

Wycliffe aspires to equip the Church to engage intelligently, creatively, winsomely, humbly with our society again, and to offer it a better song to sing.

How?

- By the quality of our research. We want to build on the appointment of NT Wright as our Senior Research Fellow, and Andrew Newell and Andrew Cowan as our Junior Research Fellows to make Wycliffe a crucible of the highest quality Christian thinking, so that Christian scholarship is again respected and turned to for wisdom on the issues of the day.
- By mentoring a new generation of Christian academics in every discipline. Bearing in mind the impact that Christian academics in non-theological subjects, such as C.S. Lewis and Dorothy Sayers were able to have in their day, we want to help young scholars so to think through their research in the light of their faith (and vice versa) as to enable them to be fine thinkers, inspiring teachers, good servants of their students and colleagues, and articulate Christian witnesses in their own fields and faculties.
- By making Wycliffe a centre for the arts. We believe that truth and beauty need and nourish each other. We believe that scholarship and art go hand in hand today as much as they did in the fifteenth century. We sense that lockdown impressed on people their need for beauty. We believe that the arts shape what people can imagine, and that what they can imagine shapes what they can believe. And that therefore Christian artists have a vital role to play in communicating the sanity and humanity of the Christian vision to our contemporaries, and to model artistic expression that expands and elevates the human spirit.