



## WYCLIFFE HALL

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### Coordinator of the *Theomousikos* Programme

#### Job Description

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Thank you for your interest in this key role within Wycliffe Hall. The Hall is a Permanent Private Hall (PPH) of the University of Oxford and an Anglican theological college in the evangelical tradition: a small, primarily theological, educational institution with a history of serving both the academic community and the Church of England with its teaching, practical training, and research. As part of the University of Oxford, we are committed to excellence in teaching and research, but we also have a mission to serve the Church as a centre for the renewal of Christian prayer, character, preaching, and thinking. We currently have approximately 140 students. Around 40% of our students are Church of England ordinands, and the student body as a whole pursues a range of undergraduate and graduate qualifications, from certificates to doctoral degrees, coming from diverse backgrounds to join our unique community.

Wycliffe Hall has set itself the modest task of fostering a New Renaissance of Christian scholarship, leadership and culture. As a key component of this vision, this innovative new project will help us to equip the Church to engage intelligently, creatively, winsomely, humbly with our society again, and to offer it a better song to sing. The *Theomousikos* programme will provide a unique formation experience to cultivate theological depth, artistic excellence, and multi-dimensional diversity in congregational music- and worship-leaders. (Please see the Project Description attached / below.)

This is a full-time role with responsibility for coordinating all aspects of the design, development and delivery of the *Theomousikos* programme.

The successful candidate will have a combination of academic expertise and practical experience in relevant fields. (It is not expected that the candidate be equally strong in both components.)

The successful candidate will have experience in delivering effective programmes, preferably in a Church or College environment. This varied post requires an entrepreneurial, organised individual with a proactive approach to undertaking tasks.

The post will report to the Director of the Renaissance Project, will work closely on a day-to-day basis with the *Theomousikos* Mentor, and will line-manage the *Theomousikos* Administrator.

The post is expected to be full-time, 35-hours per week, and Wycliffe Hall is committed to flexible working.

**The main areas of responsibility for the Coordinator are:**

- Leading the work with colleagues to complete the design of the *Theomousikos* programme and curriculum, which is expected to evolve iteratively over the first three years of activity.
- Working with the Recruitment and the Communications team to advertise the *Theomousikos* programme and attract participants.
- Liaising with collaborating institutions, churches and networks, especially to ensure the various dimensions of diversity of participation sought.
- Overseeing the delivery of the programme over the first three years of development, starting with the first small cohort of participants in October 2025.
- Coordinating the work of the *Theomousikos* staff team, mentor and administrator, and of other contributors to the *Theomousikos* programme.
- Participating in teaching, mentoring and other aspects of the *Theomousikos* programme.
- Liaising with the empirical researcher on the task of project evaluation and reporting.
- Outside of University term, we expect there to be some time for the Coordinator to work on developing their own creative projects whether that be in composition, performance or academic initiatives.

**Selection Criteria:**

Essential:

- Would have academic and/or musical expertise sufficient to allow for teaching on the *Theomousikos* programme.
- Would have excellent interpersonal skills, a collaborative approach, and the ability to relate well to colleagues and students from a wide variety of backgrounds.
- Would have excellent administrative and organisational gifts and an entrepreneurial approach.
- There is a Genuine Occupational Requirement (GOR) that the postholder is a Christian, supportive of the ethos and aims of Wycliffe Hall. Regulation 7 (2) a of the Employment Equality (Religion or Belief) Regulations 2003 applies.

Desirable:

- A doctorate in theology or in musicology, or a related discipline.
- Experience as a professional in congregational-music or worship-leading.
- Experience of project management, including line-management of staff and volunteers.
- Strong networks in one or more congregational-music / worship-leading tradition.

## Remuneration and Benefits

**Salary:** The salary is currently set at £37,393 p.a. (FTE). This post is offered subject to the satisfactory completion of a six-month probationary period and the capability and disciplinary provisions in the employee handbook.

**Pension:** Wycliffe Hall will contribute an amount equal to 13.96% of salary to a Group Personal Pension Scheme.

**Working hours:** The role is full-time (35 hours-per-week). We would be willing to explore part-time options with the right candidate, especially if the candidate were working part-time in a related field (e.g. as a musician, worship-leader or music director).

**Place of Work:** Wycliffe Hall, 54 Banbury Road, Oxford OX2 6PW. There is some flexibility to support appropriate home working although the expectation is that this role requires regular on-site presence.

**Notice Period:** The standard notice period is three months.

**Holidays:** Initially, 25 days per year (FTE), in accordance with the College Holiday Policy, in addition to public holidays, which, if these fall during college term, may need to be taken at an agreed time during vacations.

**Meals in College:** The appointee will be entitled to free college meals during working hours except when the kitchen is closed.

**Safeguarding:** Wycliffe Hall is committed to creating a safe and supportive environment for everyone to live, work, and study. Safeguarding is a shared responsibility, and we believe that every individual plays a crucial role in maintaining the safety and well-being of our community. Our safeguarding policy can be found here [WH SG policy HT2025](#).

Pre-employment checks, including the requirement for satisfactory references and an appropriate level of DBS check are required for this post.

Further information on Safeguarding can be found below:

- [Our Values | WYCLIFFE HALL](#), including expected behaviours.
- [GDPR policy](#), including privacy notice on how the applicant's data is used.
- Policies on [Harassment and Bullying and Pastoral Boundaries](#).

**General:** The job description is correct as of 31<sup>st</sup> March 2025. It will, however, be discussed between the appointee and the Director of the Renaissance Project, and may be amended from time-to-time, following such consultation, to reflect developments in or changes to the job

## **Application Process**

If it would be helpful to have an informal discussion about this prior to making an application, please contact the Renaissance Project Director, [jonathan.brant@wycliffe.ox.ac.uk](mailto:jonathan.brant@wycliffe.ox.ac.uk).

To apply for this post, please send the following:

- 1) A full *Curriculum Vitae* (CV);
- 2) A completed application form which may be downloaded from our vacancy website

Applications are to arrive by 12 noon, Friday 25<sup>th</sup> April.

Interviews are expected to take place at Wycliffe Hall between Wednesday 7<sup>th</sup> and Friday 9<sup>th</sup> May, with shortlisted candidates contacted by Wednesday 30<sup>th</sup> April. (If you would be unable to make the proposed interview dates, please let us know when you submit your application or as soon as possible thereafter.)

Please send applications to [vacancies@wycliffe.ox.ac.uk](mailto:vacancies@wycliffe.ox.ac.uk)

### ***Theomousikos* – Project Description:**

A unique formation experience to cultivate theological depth, artistic excellence, and multi-dimensional diversity in congregational music- and worship-leaders.

Wycliffe Hall has set itself the modest task of fostering a New Renaissance of Christian scholarship, leadership and culture. As a key component of this vision, this innovative new project will help us to equip the Church to engage intelligently, creatively, winsomely, humbly with our society again, and to offer it a better song to sing.

The *Theomousikos* programme would be for anyone who wants to grow in their preparedness to serve the church and its mission through music – cultivating theological depth, artistic excellence, and multi-dimensional diversity. The programme will form capable and equipped leaders (lay and ordained) who are available to serve and lead local communities in encouraging missional discipleship, aiding the church in becoming younger and more diverse. People may join the programme as part of their training for lay- or ordained-church leadership, worship ministry, or youth / children's ministry. The programme would be tailored both for those just starting out in their calling, and for those who already have substantial experience but want the opportunity to deepen their theology and improve their craft for greater kingdom-impact.

The Church's musical tradition has often grown and developed within intentional communities – from the Acts of the Apostles, through the monastic foundations, Cathedral choirs, and summer festivals – committed to a common life of study, prayer and worship together. The *Theomousikos* programme attempts to recover this tradition by providing a space for women and men to develop their musical callings and gifts in the midst of deep, formative Christian community at Wycliffe Hall, including a daily rhythm of corporate prayer and worship and shared meal times.

In order to make the programme accessible to participants in different life-stages, forms of training, employment, and ministry, there would be four modes of participation offered:

1. Internal students (full-time): Would be studying for a recognised academic degree on one of the University of Oxford courses offered by Wycliffe Hall. It is expected that the majority would work towards a Certificate in Theological Studies (CTS), awarded by the University of Oxford, which carries the option of being upgraded to a full Bachelor's degree (BTh) with two further years of study. Some of the CTS papers (courses) specifically address congregational music and worship-leading (e.g. Introduction to Ministry and Worship), others would resource and deepen the biblical and theological grounding of participants (e.g. New Testament, Old Testament, Christian Doctrine), while others would allow *Theomousikos* students to focus their essays and personal study on topics related to congregational music and worship (e.g. Church History). There will also be the option of combining some or all of the *Theomousikos* programme with other University of Oxford degrees (BA, PgDip, MTh, MPhil, DPhil) and with training for ordination within the Church of England. Enrolment gives these internal students access to attend any lectures within the whole of the University of Oxford, as well as the use of all of the libraries and resources in the University. Partners within the Oxford University Faculty of Music would provide unique and important opportunities unlikely to be available in other educational contexts. The programme's focus on diversity and inclusivity will allow students who would not normally

enjoy the privileges of elite academic institutions to benefit from all that Oxford University has to offer.

2. Internal students (part-time): Would be studying for the Certificate in Theological Studies, awarded by the University of Oxford, which can be studied part-time over two years, and carries the option of being upgraded to a full Bachelor's degree with a further four years of study. They would complete the *Theomousikos* programme over the same period and, to the extent their schedules allow, would have access to all the opportunities available to full-time students (above).
3. External students: Might be studying theology or training for ministry elsewhere, they might be serving in music ministry in a local chapel or church, or working in another occupation that allows the flexibility to dedicate a few hours each week to the *Theomousikos* programme. They would not study for a degree at Wycliffe Hall but would access almost all the other parts of the *Theomousikos* programme for an annual programme fee.
4. Open participants: Some activities of the *Theomousikos* programme would be accessible on an *ad hoc*, occasional basis to anyone with an interest in congregational music and worship-leading. This might be particularly appropriate for people in full-time work who volunteer in their local churches and would like to be inspired and encouraged in their ministry through occasional lectures, day-conferences, and concerts / performances. In addition to those ordinands who choose to participate in the full *Theomousikos* programme, we would expect ALL ordinands training at Wycliffe Hall to benefit from the open activities of the programme which would add an extra element of depth to their experience and understanding of both established and innovative traditions of congregational music and worship-leading within the church.

*Theomousikos* will provide cohorts of these internal and external students with a programme of activity focused on developing their musical talents to serve the church and its mission through congregational music- and worship-leading. The full programme will include:

- Academic qualifications in theology for internal students
- A daily rhythm of corporate worship for internal students (and, where possible, externals)
- Regular coaching / mentoring sessions for internal students
- Regular practical workshops for internal and external students
- Termly opportunities for public performance for internal and external students
- Regular 'Live Lounges', informal sessions with expert guests, for internal and external students
- Specialist lectures from Wycliffe faculty or expert guests for internal, external and open participants
- Termly concerts accessible to internal, external and open participants
- Termly day-conferences accessible to internal, external and open participants

The cohort will be taught, mentored and resourced by experienced and inspirational musicians, theologians, sound- / recording-engineers and researchers with expertise across a range of global contexts, Christian traditions and musical styles. The programme will draw upon both Wycliffe Hall

faculty and partners from other TEIs, training programmes, Oxford University, and churches. The programme will take place at Wycliffe Hall in the music-saturated city of Oxford.

If we are successful in establishing a sustainable training programme, over the next ten years more than 300 students will receive extensive academic, personal and practical formation in a diverse cohort, equipping them to offer the Church congregational music and sung-worship of theological depth, artistic excellence, and multi-dimensional diversity. A further one-thousand-plus occasional participants will be equipped and inspired in their music ministry and service of their local churches. We would expect more than three hundred congregations and approximately 17,000 worshippers to be positively impacted. Based on the make-up of our current student body and the plans we have to prioritise work with Church of England partners to recruit participants for this programme, we would expect 80% of participants and impacted congregations and worshippers to be Church of England (240 students; 800 occasional participants; 240 congregations; and 13,600 worshippers).