



Head of Theology School

(Academic Dean)

Department:	Regents Theological College
Reports to:	Principal
Place of Work:	Elim International Centre
Working hours:	Full Time
Salary range:	£45-48k depending on experience
GOR:	Yes
Status:	Vacancy

INTRODUCTION

The Elim Pentecostal Church is a growing Movement of more than 450 Christian congregations in the UK and Ireland. Elim is also a leading UK charity operating within the non-profit sector as a single consolidated charity. Elim's core vision and distinctive characteristics arise from its spiritual heritage as a denomination focused on Christian mission and ministry.

Elim International Centre Malvern is the base for the Elim's ministry, mission, training, administration and finance departments, serving the denomination's churches and activities.

Regents Theological College is the National Training Centre of the Elim Pentecostal Church and one of the leading Pentecostal Bible Colleges in Europe. It provides a range of theology programmes at undergraduate and postgraduate levels, all validated by the University of Chester, as well as other non-validated training options designed to prepare and support those in Christian ministry.

Situated on 35 acres of stunning countryside in an area of outstanding natural beauty on the slopes of the Malvern Hills, the College welcomes students from Elim and other denominations across its programmes, some of whom live on campus others who study through our context or online learning programmes. Graduating students move into a variety of careers, including Christian ministry, teaching, social work, business and the arts.

At Regents Theological College, the philosophy behind everything we do can be summed up as Heads, Hands and Hearts. **HEADS** - We unashamedly encourage all students studying with us to stretch their minds, see things from other's perspectives, and develop academic muscles that enable them to critically navigate their way through the changing world. **HANDS** - We seek to put practical tools in the hands of our students to understand the day-to-day reality of mission and ministry, whether that be in the context of church, education, chaplaincy, or everyday day life. We encourage students to actively participate in placements and reflect on their own and others' practice. **HEARTS** - It is our prayer and desire that anyone studying at Regents also encounters God for themselves and is transformed by His presence in their daily lives.

This is an exciting and challenging time where Elim is committed to a programme of change. Regents/Elim Training are committed to aligning with the movement program of change and contributing to the development of leaders, churches and mission by fulfilling its vision and mission:

Vision

Regents Theological College is a Pentecostal, Christ-centred, Spirit-filled learning community that equips people for creative engagement in life, work and ministry within the Elim movement, the wider church, local communities and broader society. We seek to encourage global flourishing as we extend Pentecostal thought and practice.

Mission

- To provide Spirit empowered, biblically rooted, creative Pentecostal theological education, for the purpose of spiritual formation and ministry training, as a preparation for life and ministry in Elim, the wider church, and beyond.
- To be a united, vibrant learning and worshipping community where we love God and one another as we learn how to live and share the full gospel.
- To demonstrate the value of Pentecostal theology to the community and society locally, nationally and globally.
- To pursue innovative research in Pentecostal theology and spirituality that nurtures healthy communities through embodied practice.
- To pursue creative expression that nurtures healthy communities through embodied practice.

Our strategic priorities are developing:

- Culture, Strategy and Vision: Engenders Clarity, Connection and Collective Commitment.
- Positive People Management Culture: that Recruits, Develops and Provides Opportunity for an Engaged and Well Performing Mission Focused Team.
- A Diverse and Outstanding Multi-Disciplinary Team including Teachers, Researchers, Leaders, Managers and Workers who are Faithful, Fulfilled and Fruitful in our Mission.
- Excellence in Our Pedagogy, Programs, Projects, Policies and Learner Experience.
- Life-long Learners: Enabling People to Achieve Their Personal Potential through Learning and Development Outcomes.
- Positive Stakeholder Relations and Engagement.
- Financial Sustainability, Profit not Loss.
- Ensure our Place/s and Space/s are Fit for Purpose and Future Proof.
- Tangible Impact, Extended Reach, Sustainable Mission.

THE ROLE

The Head of Theology School will play a significant role in the ongoing leadership and development of Regents Theological College as an active member of Regent's Executive Team. Contributing to the day-to-day life and running of the college as well as its strategic direction. They will be specifically accountable for leading and managing Regent's Theology School and its associated personnel.

Joining at a significant time of change and development, you will be part of the college's development of its academic programmes and work closely with other leaders who will be developing further education and non-accredited programmes delivered across the UK and overseas through our new Elim College Online training platform.

We welcome applications for this role from internal candidates seeking an academic leadership development opportunity, and from external candidates who have experience ministering in Pentecostal contexts and considerable experience in academic contexts and roles in the UK or overseas. We are looking for someone passionate about theological education and ministry praxis, and excited by the opportunity to minister and teach at Regents, part of the Elim Pentecostal movement.

Please note that dependent on the successful candidate and their gifting, the role description may be revised. Any changes will be discussed prior to appointment.

SPECIFIC RESPONSIBILITIES

Play a key role in developing and implementing Regents' strategic priorities:

- ✓ Work closely with the Principal, Executive Team, Leadership Team, and Trustees to ensure Regents' achieves its strategic priorities. Developing a culture, strategy and vision that engenders clarity, connection and collective commitment to our mission. While ensuring Regents' makes a tangible missional impact, extends its reach, and the sustains its mission.
- ✓ Take responsibility for the Theology School, leading continuous improvement initiatives to ensure excellence in our pedagogy, programs, projects, policies and learner experience. This includes developing new programmes in-person and online HE for students in the UK and/or overseas.
- ✓ On occasion deputise for the Principal providing leadership for Regents and covering responsibilities in their absence.

Responsibility for day-to-day oversight and leadership of Regents' Theology School, to include the following aspects:

- ✓ People management and oversight of the academic team and designated support staff. Establishing a positive people management culture that recruits, develops and provides opportunities for an engaged and well performing mission-focused team. Utilising HR systems and processes to support the achievement of Regent's and Elim's organisational objectives.
- ✓ Direct line management of senior staff, including Undergrad, Postgrad, and Pastoral Deans, as well as the Academic Registrar and other designated team members. Leading in a way that supports excellence in teaching, research and student outcomes, contributing to the reputation and sustainability of Regents.
- ✓ Keep Regent's Theology School's HE learning and development strategy up to date and integrated with the wider learning and development strategy, which incorporates FE/non-accredited programmes.
- ✓ Active engagement in providing high-quality teaching and research supervision across levels 4-7 and non-validated programmes. Ensuring programmes align with Elim, as well as the strategic learning and development needs of other Christian churches and ministries.
- ✓ Ensuring that our Theology School teaching team including, adjuncts has training and access to developmental activities to improve and develop excellence in our teaching practice.
- ✓ Work with the Executive and Leadership team to maintain effective relationships among Regents, the validating University, other partners and accrediting organisations.
- ✓ Oversee research to ensure it aligns with Regents/Elim's objectives. Work with the Director of the Institute of Pentecostal Theology to encourage relevant research by the Regents team and students that informs Pentecostal ministry and practice, and is shared within the movement and in the public sphere through publishing and events.
- ✓ Chair the Academic Board and act as chair/deputy chair for other academic and student-related committees if required.
- ✓ Support the personal, spiritual and academic formation of students and staff at Regents, displaying exemplary leadership through an active presence on campus that models Regents' core philosophy of "Heads, Hands, and Heart".
- ✓ Responsibility for student discipline in conjunction with the Pastoral Dean and for ensuring good safeguarding practices, working with Regent's designated safeguarding officer.

- ✓ Collaborate with the Operations Director to support student recruitment for all programs of study.
- ✓ Be committed to the practice of Christian ministry, exercising teaching and preaching gifts within Elim and the wider church.
- ✓ Model continuous professional/ministerial development, as well as, including maintaining an active research portfolio.
- ✓ Provide a monthly report summarising activity in the Theology School including academic, HR and management data to be included in our data insights reporting which will enable good decision-making and accountability. This data will feed into the Regents/Elim Training bi-monthly reports to the NLT.
- ✓ To collaborate with other Regents leaders focused on the development of FE/non accredited programmes designed to develop Elim's ministry capacity and provide academic advice and resources as required.
- ✓ To anticipate the college's facility and technology needs and integrate them into strategic planning processes so that those responsible for our place/s and space/s have enough time to undertake projects that ensure they are fit for purpose and future-proof.

Additional responsibilities to include the following aspects:

- ✓ Participate in the Ministerial Selection Board (MSB) and other Elim boards and working groups as requested.
- ✓ Occasionally entertain guests and visitors at Regents/EIC.
- ✓ Contribute to Regents' promotional, fundraising and alumni activities, including via speaking engagements at churches, conferences or media, as required and promotional or academic articles.
- ✓ Other duties as requested by the Principal, such as attending graduations and representing Regents at key national or international forums, as required.

THE PERSON

	Essential	Desirable
Qualification	- Level 7 in Theology or related discipline (MA/MTh/MRes), plus relevant experience in delivering undergraduate and postgraduate programmes. - Evidence of on-going engagement with HE research networks and contexts. - Elim ministry credential or evidence of ministry leadership in church, college or similar setting in UK or overseas.	- Achieved or working towards a level 8 in Theology or related discipline (PhD/DPRof/DMin). - HEA Fellowship Category SFHEA (Senior Fellow). - Track record of peer-reviewed publications (books/journal articles).
Knowledge and Experience	- Experience in line management of academic and associated staff to ensure excellence. - Sound knowledge of expected academic standards and quality benchmarks for HE provision across levels 4-7 - Experience in research supervision across levels 4-7. - Experience in HE programme design and management. - Experience in wider engagement across the HE sector and relevant networks and organisations. - Track record of helping ensure successful compliance with regulatory and external bodies including University validation processes. - Understanding of the specific training needs of students engaged in Christian ministry and service. - Experience of interpreting information legislation and guidance into organisational best practice. - Evidence of effective management of resources and budgeting. - Evidence of successfully handling sensitive situations effectively and confidentially.	- Experience of working in a church or missional organization outside of education. - Tangible experience in managing change in an organisation. - Experience of doctoral research. - Experience of supervising doctoral students.
Skills and abilities	- Good communication skills, able to preach and teach in varied settings. - Able to deliver on strategic priorities. - Adept at managing complex programmes of work and achieving positive outcomes across multiple priorities. - Excellent leadership, people management and development, and team working skills. - Sound judgement and decision making. - Ability to lead others in collaboration, mediation and conflict resolution. - Able to demonstrate a high level of enthusiasm, commitment, and attention to detail. - Able to analyse and interpret highly complex and conflicting information and to communicate these in a clear way to all levels of staff. - Ability to anticipate risk and proactively mitigate the situation to minimize or avoid impact on results. - Ability to forge effective relationships with a wide range of individuals and organisations and to work effectively in a multi-disciplinary environment. - Team player, co-operate with other staff to deliver organisational objectives.	Able to evidence experience as a church leader in Elim or other church or college setting.

Personal Qualities	• Committed faith. • Honesty and integrity. • Personally model being a life-long learners to staff and students. • Enthusiastic and motivated. • Passionate about theological education and ministry practice in Elim and other churches. • Excellent oral and written communication skills. • Able to manage multiple priorities. • Organised, flexible, innovative, and adaptable. • High level of political astuteness and sensitivity. • Commitment to ongoing leadership development.	
Other Requirements	• Ability to travel where delegated and appropriate. • IT literate and advanced working knowledge and computer proficiency of all Microsoft Office packages (e.g. word processing, spreadsheets, email, databases, social media and internet use).	A valid UK driving license. Ideally from an Elim background, or with a sound understanding of the Pentecostal and Elim ethos.

An Occupational Requirement exists for the post-holder to be a Christian who assents to the Elim basis of faith in accordance with the Equality Act 2010.

FURTHER DETAILS

To apply please forward your CV ensuring that you detail relevant experience and a covering letter explaining why the role is of interest to you to Dan.Lamb@REGENTS-TC.AC.UK by Wednesday 30th September 2026. The first interview will take place online and focus on skills and experience applicable for the role. This will be followed by a second interview for short-listed candidates.

Successful candidates invited for an interview will receive more information on who we are as a movement and what we do. If you would like to receive this alison.dunsmore@elim.org information before this, please contact the HR department to request a copy of the information.

Alternatively, the information is also online on the following websites.

- ✓ Elim Movement: <https://elim.org.uk>
- ✓ Regents Theological College <https://regents-tc.ac.uk>

CONTACT

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