



Wesley House

The Methodist College in Cambridge since 1921

Resourcing Wesleyan leadership and scholarship for the transformation of church and world



WESLEY HOUSE, CAMBRIDGE

Appointment of a Director of Reflective Pastoral Supervision

A Director of Reflective Pastoral Supervision (RPS) is sought for appointment by the Wesley House Trustee/Directors from 1 May 2024 to succeed The Revd Bill Mullally on the academic staff of this globally significant reflective pastoral supervision training provider. Applications are invited from experienced practitioners in this field who have training and management skills and experience. This role may be Cambridge-based or remotely based with significant requirements for travel within the UK and potentially overseas. A joint job share application would be considered.

The postholder will

- 1 Play a key role in developing Wesley House as a leading global resource for research, consultancy and training in reflective pastoral supervision
- 2 Manage and assure the quality of Wesley House RPS trainings
- 3 Teach and assess Wesley House RPS courses
- 4 Supervise trainees and senior members of client organisations
- 5 Support the wider aims, team and development of the college

Further details are available at www.wesley.cam.ac.uk/drps.

Applications

Applicants are asked to submit a full CV together with a letter of application that provides evidence of relevant experience, achievements and commitments in relation to the job description and the person specification. Applications should be sent to office@wesley.cam.ac.uk arriving by 9am (UK time) on Monday 29 January 2024.

First interviews will be via zoom on Monday 12th February and second interviews in person starting with community events at 4pm on Thursday 22nd February through Friday 23rd February 2024.

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Reflective Pastoral Supervision at Wesley House

Since 2003 Wesley House has been investing in the development of reflective pastoral supervision as a professional practice through offering training courses and consultancy to organisations wanting to implement it for their staff. Over the last 10 years we have directly trained or supported the training of more than a thousand people. We currently work with three denominations and one hospital trust in the UK and with the United Methodist Church in the USA. In addition we offer our own Certificate, Diploma and Group Supervision Diploma courses in the UK, and in the USA through a partnership with [LeaderWise](#).

Our Principal, Dr Jane Leach, has been one of the pioneers in this area and continues to contribute to the development and delivery of these programmes. She also researches, publishes and supervises research students working in this area. In 2020 The Revd Bill Mullally was appointed the college's first Director of RPS. Under his leadership Wesley House has developed a skilled and committed training team and group of training supervisors. On his retirement Wesley House is seeking to appoint a full time Director of Reflective Pastoral Supervision to play a key role in developing Wesley House as leading global resource for research, consultancy and training in reflective pastoral supervision, working alongside Dr Leach.

Wesley House is committed to the development of reflective pastoral supervision both within churches and other organisations. We believe that RPS has a significant contribution to make to the well-being, ongoing development and safe practice of clergy and other leaders. In Australia and in the UK where it has been most extensively implemented it has been demonstrated to provide a sacred, safe and courageous space to clarify roles, identify strategies and listen for God's humanising call to life, to the minister, the congregation and the wider community. Through its covenantal and relational approach, it has been shown to support the building of trust and relational safety in the cultures in which it is embedded.

We believe that a holistic and creative approach to supervision can also benefit other practitioners and organisations in which front line workers are working with people and need space to recover their own humanity, to reflect on their goals and impact and to manage change, transition and risks. We are keen to extend our work into healthcare and charitable organisations that might benefit. Our relationship with the Cambridge University Healthcare Trust is a step in this direction. We have also used RPS methodologies with some success with international communities of educators and with cohorts of students studying leadership in the USA and in Kenya. Our core academic staff are all in 1:1 supervision and the model of academic supervision we use in the college is influenced by the ethos and models of reflective pastoral supervision that we use.

About Wesley House

Wesley House Cambridge, founded in 1921, is an academic institution within the [Cambridge Theological Federation](#). It is an independent trust, founded to be a Christian community of study and prayer in the Wesleyan tradition in the university city of Cambridge. We maintain an open, inclusive ethos in which we encourage mutual respect and open dialogue. We uphold academic freedoms.

Our heritage is Methodist/Wesleyan and our reach is global. Our mission is education that is informed by research and prayer and that issues in professional development for church and community leaders.

We have a small physical footprint on [Jesus Lane](#) in [Cambridge](#) itself where a small international community of full time resident students, visiting scholars and resident staff work and pray together. We have more than 50 students on registered degree programmes (mostly MA and PhD) who work remotely from their own settings as leaders, educators and clergy. Our current student body is drawn from Cameroon, China, Ghana, Ireland, Kenya, Liberia, Malaysia, Singapore, South Africa, United Kingdom, United States and Zimbabwe. Many are Methodists but we also welcome students of other denominations wanting to engage with our programmes and ethos. In addition we usually have about 100 people studying on professional development programmes (including RPS) at any one time. These students are drawn from a wide range of denominations and professional backgrounds including Roman Catholic, Anglican, Presbyterian, Salvationist, Reformed and Pentecostal churches.

The Staff Team

The postholder will be a member of the core Wesley House academic staff team. Our core staff team includes the Principal, the Vice Principal, the Director of Research and the Chaplain together with the Business Director and the Academic Administrator. We are from New Zealand, the USA and Britain. At the moment only the Principal and the Vice Principal are Cambridge-based and other staff work remotely. There is a much wider and international team of academic supervisors and reflective pastoral supervisors with whom we work remotely. This post could be Cambridge-based or remote-based but would require some travel to Cambridge for staff weeks (3 weeks per year) and significant travel to deliver trainings and consult with partners/client organisations across the UK and potentially overseas.

The team and our student body keeps in touch with regular worship (daily in person and termly online); hybrid staff meetings; staff weeks in person and other zoom meetings as required. This role would include some participation in the activities of the college but not exceeding 10% of the postholder's time, the rest of which would be dedicated to the development, specifically, of reflective pastoral supervision. The postholder is not required to have a higher degree but needs to be an accredited pastoral supervisor with some educational experience. Any applicant with a research degree might negotiate opportunities to engage in relevant research and research supervision. The role has administrative support from the college's academic administrator.

Indicative Job Description

1. Play a key role in developing Wesley House as a leading global resource for research, consultancy and training in reflective pastoral supervision (30%)

- Develop the college's strategy as a reflective pastoral supervision provider in collaboration with the senior leadership of the college and in fulfilment of the business plan
- Research developments in the field, build networks and identify gaps in the market
- Propose new partnerships/courses to the Academic Committee
- Create or commission, in collaboration with the Principal, new courses to meet client needs and gaps in the market
- Develop and implement a marketing strategy for our products and services
- Offer consultancy to organisations exploring or implementing RPS
- Identify and cultivate new client relationships
- Set fees and market courses together with the support staff team
- Monitor budgets and team capacity
- Appoint (if necessary) and manage liaison officers who work with particular client organisations

2 Manage and assure the quality of RPS trainings offered (15%)

- Lead and develop the team of reflective pastoral supervisors and trainers who work with the college
- Manage the recruitment of course participants and ensure ongoing communication
- Schedule trainings in collaboration with support staff and client organisations
- Ensure venues are booked and ready
- Appoint training teams
- Ensure course handbooks are up to date and available in good time
- Ensure course equipment is available to trainers
- Ensure that lead trainers understand their roles and responsibilities
- Ensure that marking protocols are available and are followed
- Ensure that course evaluations are undertaken
- Present reports to the academic committee on the outcomes of trainings
- Deal with any appeals in relation to late work/marks received
- Support training teams with queries and difficulties encountered
- Manage lists of approved training supervisors and make them available to students

3 Deliver and assess courses in reflective pastoral supervision (30%)

4 Maintain a reflective pastoral supervision practice (15%)

- Supervise on behalf of the college, those training in supervision and senior members of client organisations
- Attend supervision for your own work
- Maintain your own professional accreditation as a supervisor

5 Wesley House team/community participation (10%)

- Attend the weekly staff meeting
- Attend staff weeks in college three times each year
- Lead acts of worship/preach as negotiated with the team
- Help promote the wider work of the college
- Participate in/lead specific college events as negotiated with the team

Person Specification

Attributes	Essential	Desirable
Relevant Experience	<ul style="list-style-type: none"> ○ Offering reflective supervision and training supervision ○ Teaching/training experience ○ Management of projects, staff and budgets ○ Ability to work collaboratively as a senior member of a team 	<ul style="list-style-type: none"> ○ Online teaching/supervising experience ○ Ecumenical experience ○ Intercultural experience ○ Marketing and recruitment experience
Education and Training	<ul style="list-style-type: none"> ○ Degree level education ○ Qualification in Reflective Pastoral Supervision (or equivalent) ○ A member of APSE 	<ul style="list-style-type: none"> ○ APSE accreditation as a supervisor ○ APSE accreditation as an educator ○ Theological formation
Special knowledge & skills	<ul style="list-style-type: none"> ○ Knowledge of the RPS literature ○ Excellent interpersonal, oral and written communication and presentation skills ○ Skill in working inter-culturally/ecumenically 	<ul style="list-style-type: none"> ○ Knowledge of current higher education structures and ethos in the UK
Special qualities	<ul style="list-style-type: none"> ○ An active member of a denomination belonging to the WCC ○ Commitment to the Wesley House ethos and ways of working ○ The reputation and gifts to inspire confidence in potential partners in RPS ○ Commitment to working with diverse theological and ecumenical positions ○ Evidenced ability to meet deadlines and prioritise work 	<ul style="list-style-type: none"> ○ A member of a Methodist/Wesleyan denomination ○ Relevant networks within the UK/elsewhere

You must be eligible to work in the UK. We can sponsor a Skilled Worker visa if one is required.

Remuneration

Employer

The Director of Reflective Pastoral Supervision will be an employee of Wesley House, Cambridge.

Pay

The annual salary for this position is £50,000.

Pension

We make a contribution calculated as 10% of your salary to NEST or a pension scheme of your choice.

Accommodation

Accommodation is not provided. Support can be provided with finding suitable accommodation in Cambridge if desired. If working remotely accommodation will be provided for required trips to Cambridge and when travelling on the college's business.

Holidays & sabbaticals

Holiday entitlement is 25 days per annum plus bank holidays. Where a bank holiday falls within term time or within a short course it is regarded as a normal working day and a day off in lieu may be taken outside term time. Academic staff are expected normally to take holiday outside of term time.

Academic staff at Wesley House who are not on a fixed term contract may apply to the Trustees for sabbatical leave for research and publication. Applications may be made every four to five years and if agreed will normally be granted for a single period of up to four months.

Other

Out of pocket expenses as approved by the Principal
Sick pay as detailed in the Wesley House Staff Handbook

Hours and place of work

1. This is a full time role with 40 working hours a week, normally across Monday to Friday.
2. Although the work of the college is based in Cambridge there is flexibility about where it is delivered. In particular, the postholder will be expected to travel to partner institutions and training venues in the UK and abroad.
3. We will agree with the postholder whether they work in Cambridge or remotely with a pattern of visits to Cambridge for some in-person teaching, meetings and events.
4. Time in lieu will be offered for weekend working.