



London School of Theology

Principal Application Pack



Company Registered No: 381332
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At the forefront of theological education

Thank you for your interest in the London School of Theology and in the role of Principal.

As we state below, London School of Theology has been at the forefront of theological education in the UK for over 75 years and we believe is ready to be so well into the future.

These are challenging times, but we believe that we have the facilities, the faculty and the finances to continue to make a major contribution.

We need a leader to enable that to happen – with a passion for people and a real heart for the gospel stemming from their personal walk with God.

If you have a call to lead the institution and have the skills and passion that we need, it would be a pleasure to discuss your interest further.



Steve Hughes
Chair of Trustees
London School of Theology

For more information, please refer to this role application pack.

Welcome

History

A brief insight into the rich history of the London School of Theology, formerly the London Bible College.

In the middle of World War Two, a group of ministers, missionaries and business people came together with a vision for an interdenominational, evangelical college that would counter the rising tide of liberal scholarship in Western universities, and prepare Christians to interact with post-war world.

Based in central London, the college initially offered correspondence courses and evening classes. By 1944, just one year after its founding, over 300 students were enrolled, and two years later there were 1,400 students enrolled at London Bible College with evening classes being taught all over the UK. In the Autumn of 1946, the first full-time students started their studies, the class photo of this cohort can be seen along our faculty corridor today!

In 1970, London Bible College moved to Northwood and onto the campus previously occupied by London College of Divinity, an Anglican training college. The 1990s saw the opening of a dedicated postgraduate centre, the Guthrie Centre, which also previously housed the Centre for Islamic Studies.

In 2004, London Bible College became London School of Theology.

London School of Theology continues to be known throughout the world as a place where intellectual thoroughness and rigour go hand in hand with a passion to see students grow personally and spiritually.



Mission Statement

Since its founding, London School of Theology has been dedicated to serving the church of Jesus Christ worldwide through educating individuals, equipping the church and engaging in leading research.

- We educate individuals to a high academic standard in undergraduate, postgraduate and distance learning studies.
- We equip the church as those trained here go into ministry, and also through our dedicated vocational services team and a vibrant student based missions team.
- We engage in leading research which is apparent through regular publications from our teaching faculty. Our work in research can also be observed through our extensive research department.



About London School of Theology

London School of Theology has recently celebrated 75 years of serving the church of Christ with over 7000 graduates in all corners of the globe.

Background

London School of Theology has recently celebrated 75 years of serving the church of Christ with over 7000 graduates in all corners of the globe. As an independent, non-denominational, evangelical theological college we offer a range of programmes from certificate and undergraduate to postgraduate level. Our degrees are accredited by Middlesex University and we are a leading contributor to theological education in Europe.

We moved from a shared leadership model to that of a single individual – a Principal – leading the School around three years ago when the position was filled by Rev Dr Calvin Samuel who left us unexpectedly at the end of February. This model of having an individual as the clear organisational, spiritual and academic leader of the organisation is, we believe, the correct one and we are seeking the right person to lead us through the next period in our history.

We aim to offer the latest theological thinking whilst enabling study at a range of levels whether for personal development, a single course or undergraduate level. For post graduate study there are innovative masters, both taught and research, and doctoral work. The emphasis on rigorous high-level academic study is a key part of our ethos. We are thankful for the faithful and varied programmes developed thus far as we consolidate our core and continue to innovate into the future.

Alongside the formal education, the transformative experience of a Christ-centred community is an essential and highly valued aspect of LST. The value and importance of the education and the community that LST provides is seen in the legacy of Christian leaders who have gone on to places of global ministry and influence around the globe within the church and also in commerce, politics, business and academia.

Core purpose

We exist to serve the Church of Jesus Christ by educating individuals, equipping local churches and engaging in leading research.

Our student body is increasingly diverse in age, ethnicity, life experience and church experience. Many want to study with us residentially but an increasing number are seeking a range of modes of delivery, across the UK and elsewhere in the world. Whether on campus or elsewhere, we want our students to feel part of our Christian community to receive gold-standard transformational education to develop the whole person in Christ.

In terms of equipping local churches we train pastors, youth workers, children's workers, counsellors, worship leaders and para-church workers but also those who want to serve Christ in the marketplace. We are committed to resourcing churches and para-church organisations to assist them in fulfilling their mission in making disciples of all nations.

We want to continue engaging in leading research at the highest level, and to attract funds and faculty to help us undertake research that shapes the School, provides resources for the Church, and enriches our teaching.

To serve the Church of Jesus Christ around the world our ways of working as a community must carry His marks and enable each other to be transformed into His likeness through the transforming work of the Spirit. We not only want to train our students to think theologically about their area of service, but also through example and teaching to be Godly leaders in their world of work.



Our plans

As part of a strategic review four years ago, we sought to streamline our activities, to revalidate our core programmes and to set the School on a secure financial base for the future. A land sale enabled us to refurbish part of the site, address our pension fund deficit, and to invest a reserve to generate income to supplement funds received from student fees and donors.

This review has been implemented and adapted by the current leadership. As part of the current changes in university governance we have been formally accredited by the Office for Students. We have clear student recruitment targets and seek to recruit over 100 new students each year. Our plan for the future is underwritten by the understanding that everything we do is for the glory of God and for the next two years can be summarised as follows:

The key elements are:

1. Research, teaching and learning

London School of Theology should be unavoidable for people thinking of theological education

- By delivering a suite of flexible programmes that are relevant to the Church, the School and the marketplace
- By being recognised for the excellence of its teaching
- By being a community with the capacity to deliver transformational thinking and create impact
- By attracting, accepting and supervising the best research students to completion and publication

2. Organisational excellence

London School of Theology makes the best of its resources

- By being financially sustainable
- By having an estate and an IT infrastructure that are as good as they can be
- By becoming an employer of choice
- By having robust policies and processes that are clearly defined and universally followed

3. Student and staff experience

London School of Theology is a community that is known


- As a Christian community
- As a sustainable community
- For the formation and service of its graduates
- For the quality of its student experience

4. Relationships, reach and reputation

London School of Theology has clearly communicated values

- Through all our marketing and communications tools
- In how we equip local churches
- Through strong and strategic alumni relations



A person wearing academic regalia, including a blue gown and a red stole, is shown from the chest up. The image is heavily tinted with a blue color. The text is overlaid on the left side of the image.

London School of
Theology exists to
serve the church
of Jesus Christ
worldwide.

The Role

The Principal is the spiritual and organisational leader of London School of Theology providing overall leadership for faculty, staff and students.

Working with the Executive Team, the Principal also has an outward facing role, providing a key public face for London School of Theology with a remit to represent and promote LST across the wider community.

The role therefore needs a combination of skills: servant leadership to lead a diverse community of people; deep integrity and spirituality; business competence; understanding of and credibility amongst the evangelical community, and the particular gifting needed to lead an academic community in a time of significant change.

Key responsibilities are therefore:

- The leadership of a Christian community, whose vocation is theological education, around a shared and owned vision.
- The spiritual leadership of the School – leading by example – and ensuring that the emphasis is not just on theological education but also on spiritual formation. We say that we want students to leave not just with a qualification but more in love with Jesus than when they started. We desire that to be true of staff and faculty as well. We seek a leader who can help that happen.
- The organisational leadership of the School, together with the Executive Team, providing clear but caring direction with clarity on what is expected of people and helping individuals and teams work together as one cohesive body with a genuine sense of Christian community.
- The business leadership of the School, working with the Executive Team, to manage a significant organisation to high standards within challenging financial times and meeting key regulatory requirements.
- The academic leadership of the School, working with the Academic Dean, Faculty and the Academic Board, to ensure the appropriateness and quality of LST's academic programmes both now and for the future, and the recruitment, academic success and progression of students to the highest standards.
- The reputational leadership of the School, ensuring clarity in strategic direction internally and the effective communication of that direction internally and externally. Linked to that active involvement in fundraising activities via an agreed plan.
- The external face of the School across the wider Christian world through speaking engagements, media work and writing.

Person specification

Skills and experience

- The capacity to create, lead and sustain Christian community.
- Seasoned experience in equipping others to follow Jesus well.
- Academically strong and able to teach and train.
- A senior leader with proven change management skills.
- Able to operate equally effectively at an operational and at a strategic level.
- A talented communicator with strong interpersonal skills.
- Doctorate level education is desired.
- Experience in financial and business oversight.
- Experience in short and long term fundraising.

Personal characteristics

- A committed evangelical Christian who will embody the ethos of LST.
- A person with a real heart for the gospel and for discipleship health.
- A person who is known for their faithfulness, character and personal godliness.
- Aptitude to connect with and equip rising generations.
- A natural leader with a commitment to the flourishing of team life.
- An innovator with the right balance between the old, the new, and getting the job done whilst taking people with them.
- A strong reputation across the Christian community for leading well and for speaking from the heart.

Terms of Appointment

Based at LST in Northwood, North London, with some national and international travel as needed.

Salary will be in the range £65,000 to £75,000 per annum.

Applications

Applications should be via a letter to the Chair of Trustees, Steve Hughes (steve.hughes@lst.ac.uk) explaining why you feel you have the right qualities for the position and why you would like to do it. A summary CV should also be sent.

Applications should be sent by 1700 hours, 27th June and interviews have been scheduled for 18th July.

If you would wish an informal and confidential conversation with the Chair of Trustees before applying then do get in touch and he would love to chat with you.

We look
forward to
hearing from
you.

