



**Job Description –
Lecturer and Programme Leader,
Theology, Music & Worship (0.8 – 1.0 FTE)**

Reports to:	Academic Dean
Line management responsibilities:	Theology, Music & Worship (TMW) Faculty
Key relationships:	Academic Dean, Principal, TMW Faculty, Programme Administrator, Executive Team members, other Programme Leaders and Students
Location:	LST, Green Lane, Northwood, HA6 2JW

London School of Theology

London School of Theology (LST) has been providing academic evangelical theological education since 1943. It is committed to serving the Church globally and training Christian disciples who transform wider society through their life and witness. We have a bold vision of **Forming Disciples, Resourcing Churches, Impacting Society**.

LST seeks an experienced and visionary Programme Leader to manage and develop the Theology, Music and Worship department with oversight of the Theology and Worship Studies Programme – one of LST’s flagship interdisciplinary programmes.

Overview

The department has played a vibrant role in the LST community since the mid 1990’s, introducing the first degree in Europe in Theology, Music and Worship in 1997. Over the last 28 years, a range of integrated programmes evolved, embodying a core belief that the richness of Christian truth should resonate in worship that reflected variety and breadth of tradition. In the Theology and Worship Studies programme, we are committed to excellent practical training combined with academic, theological rigour: a blend that remains pioneering and unique. A strong focus on music in worship is at the heart of learning and teaching, and the department has ambitions to offer postgraduate provision and increase its research profile.

Job Summary

An appointment as Lecturer in Theology and Worship Studies is the primary, permanent position associated with this post with the possibility of designation as Senior Lecturer depending on past HE experience, publications and other criteria designated by the School. The Programme Leader role is a fixed-term, three year position (potentially renewable for a further three years). This is a pivotal role requiring strong leadership, strategic thinking and relational wisdom to consolidate and develop the department within the broader vision of LST.

The successful candidate will work with a committed team and an excellent, motivated student body to sustain and expand a vibrant programme. They will promote the department’s enduring values and mission. This role presents a unique opportunity to shape the future of the department, building on a rich legacy of music and worship education in the service of the church.

The postholder will be either an established practitioner with a strong professional background in music and worship, or a scholar with relevant teaching experience and published or creative output of international standing. An individual whose skills and experience combines these elements is particularly encouraged to apply. Whilst recruitment to and leadership of the Theology and Worship Studies programme is the main responsibility of the postholder, we are open to initiatives that expand the reach and remit of the department in line with the departmental mission, the vision of LST and the ever-changing landscape of Christian worship.

Key Tasks

The following key tasks are indicative of the role, rather than exhaustive, and tasks may be amended in response to changing requirements or to more closely match the skills and experience of the postholder, or to complement the other departmental faculty.

1. Develop a clear strategic vision for the Theology, Music and Worship department, aligning it with LST's wider institutional goals.
2. Actively engage with the Executive Team to sustain constructive and collaborative dialogue between the department and School leadership.
3. Manage and care for the departmental contracted faculty, visiting lecturers and instrumental tutors.
4. Support and mentor faculty, ensuring appropriate resourcing and that staffing needs are met.
5. Responsibility for the oversight of the professional development of the department team.
6. Pastoral care for students (in conjunction with faculty as a whole and the Pastoral Team).
7. Oversee the UG teaching and assessment on TWS programme, including the assignment of teaching, project supervision and marking.
8. Ensure that high quality teaching and learning, and innovative pedagogical methods, remain hallmarks of the programme.
9. Foster a student-centred learning environment.
10. Maintain a designated level of teaching and supervision, including levels 4 – 6 and L7/8 research students, as agreed with the Academic Dean in line with overall workload allocation.
11. Take the lead in recruitment to the TWS programme, working closely with the School's Communications, Marketing and Engagement teams. Interview prospective students and engage with enquirers.
12. Chair Programme Board meetings.
13. Attend regular faculty meetings and participate in institutional committees, boards and panels as required.
14. Oversee the departmental budget.
15. Maintain an ongoing personal research programme as a facet of professional development that contributes to the expansion and reputation of the department.
16. Play a full and participative role in the community life of the School, participating in weekly Chapel and other activities.
17. Actively seek external partnerships and engage with appropriate fundraising bodies and initiatives.

Person specification

	Essential (E) Desirable (D)	Application (A) Interview (I)
Qualifications		
PhD in relevant area, or equivalent professional portfolio	E	A
Already working at or close to rank of Senior Lecturer	E	A and I
Subsidiary qualifications relevant to the post	D	A
Experience, expertise, skills		
Excellent planning, communication, and relational skills	E	A and I
Proven leadership in an academic or institutional setting	E	A and I
Lecturing experience, including online and blended teaching	E	A and I
Substantial experience in music and worship	E	A and I
Extensive knowledge of diverse worshipping traditions	E	A and I
Proficient in use of Virtual Learning Environments	D	A and I
Involvement in student support, academic and pastoral	D	A and I
Experience navigating institutional challenges in HE	D	A and I
Postgraduate supervision and teaching	D	A and I
Advanced musical / musicological skills	D	A and I
Personal attributes		
Strong interpersonal and leadership skills	E	I
A heart for integrating music and worship in education	E	I
A student-centred approach to learning and teaching	E	I
Confident, determined, and highly motivated	E	I
Aware of the challenges and opportunities in Christian HE	D	A and I
Be an articulate advocate for the mission of the department	D	A and I

Terms of Employment:

Salary:	£47,774 per annum (1.0 FTE) for the role of Programme Leader (note that salaries for posts of Senior Lecturer / Lecturer only differ).
Hours:	35 hours per week (1.0 FTE). The usual working day is 9.00 am to 5.00 pm although some evening and weekend working may be required.
Contract:	This is a fixed-term rotating role that may be renewed. In the first instance, this role is for three years. The role may be renewed for another fixed-term or the postholder will revert to their original status as Faculty member (Lecturer / Senior Lecturer) at the end of the period.
Holidays:	27 days per annum plus public holidays for 1.0 FTE role and pro-rata accordingly. LST is closed between Christmas and the New Year and this is given as additional leave.
Pension:	Eligible to join the School's pension scheme (5% employer's contribution).
Notice:	During the twelve month probationary period one week's notice may be given in writing on either side. After this period three months' notice on either side is required
Probation:	Twelve months

Additional benefits include life assurance, sick pay after qualifying period, free on site parking and discounted meals.

Date of appointment:

It is intended that the postholder shall take up the post as soon as possible and ideally by no later than 1st August 2025.

Occupational requirement:

There is an occupational requirement for the post holder to be a practising Christian in accordance with the Equality Act 2010: Part 1, Schedule 9.

It is a condition of employment that the postholder sign annually LST's Doctrinal Basis and maintain the key values outlined in its Ethos Statement.

All successful candidates must have the right to work in the UK.

Application Process and Closing Date:

Applicants should send the following to the HR Manager as pdf documents attached to an email:

- A covering letter of application, addressing aspects of the Person Specification
- A curriculum vitae
- A 1,000 word statement as to how the candidate interprets LST's Doctrinal Basis (<https://lst.ac.uk/doctrinal-basis>)
- A 5 year research plan detailing active research areas and intended projects
- A list of the names of three referees, at least one being academic and one being from the applicant's minister or priest

Email: karen.minashi@lst.ac.uk

Tel: 01923 456000

Closing date for receipt of applications: Noon, Monday, 19th May 2025

Interview date: Tuesday, 27th May 2025

Shortlisted candidates will need to allow one day for interviews, meetings, to make a presentation on a specified topic, Chapel attendance and lunch.

For an informal discussion about this position please contact the Acting Programme Leader, Dr Christopher Grey (chris.grey@lst.ac.uk) or the Academic Dean, Revd. Dr David Hilborn (david.hilborn@lst.ac.uk).