INFORMATION FOR APPLICANTS
PRINCIPAL OF STIRLING THEOLOGICAL COLLEGE

ABOUT STIRLING THEOLOGICAL COLLEGE

Stirling Theological College is a Christian theological college located in Melbourne, Victoria, affiliated with Churches of Christ in Australia. A college of the University of Divinity, Stirling teaches undergraduate and postgraduate (coursework and research) degrees to PhD level. It offers 25 innovative courses and flexible training programs in leadership, counselling, ministry, theology, biblical studies, pastoral education, spirituality, supervision, and Christian discipleship.

In 1907, Stirling was established as The College of the Bible, the national college of Churches of Christ in Australia. A name change occurred in 1989 to Churches of Christ Theological College, and then in 2011 to Stirling Theological College.

Stirling's vision is to be a Christ-centred learning community that equips people to advance God's shalom for the flourishing of the world. Stirling's mission is to serve and equip movements of God's people which gather in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out his Way in their neighbourhoods, and inviting others to do the same. The shared commitments that are valued in Stirling's life are: glorifying God, sharing Christ and his gospel, living in the Spirit, making disciples, affirming the authority and power of the Bible, nurturing diversity, enabling spiritual formation, collaborating in ministry and mission, practising servanthood, working for justice, and promoting visible unity.

Governed by a Board, Stirling's policies are set by its members. Member appointments are reported to and ratified by the Board of Churches of Christ in Victoria and Tasmania (CCVT Board). The Principal attends and reports to the Stirling Board but is not a voting member.

Faculty and staff provide a professional, high quality study environment. Stirling has a staff of 30: four staff in executive management, including the Principal who chairs the executive; six operational staff; and 20 faculty members, including 12 sessional staff.

There are 340 students currently enrolled, with some having deferred, some on leave, and some completing.

Stirling has a long tradition of research excellence and produces world-class research in all theological disciplines. The vibrant research culture includes four higher degrees by research

and a research methodology unit available to students, with regular conferences, seminars and access to outstanding visiting scholars. All higher degree by research students and their supervisors become members of the School of Graduate Research (SGR). Members are entitled to a range of programs to support their successful completion, including an orientation program, annual Research Conference, HREC training, Thesis Boot Camp, and Research Methodologies.

Strong support to faculty is provided in research and professional development. This includes allocation of funding toward a Study and Research Program.

Relevant websites:
www.stirling.edu.au (Stirling Theological College)
www.cofcaustralia.org (Churches of Christ in Australia)
www.divinity.edu.au (University of Divinity)

SELECTION CRITERIA

Essential

1. Spiritual maturity, living faith and Christian values; attending and involved in a local church affiliated with Churches of Christ or, if not current, prepared to be.
2. A completed doctoral qualification in theology and/or significant experience and leadership in theology.
3. A strong record of excellence in research and/or scholarship.
4. Proven leadership skills that facilitate high performance outcome including meeting KPIs, strategic thinking/planning, collaborative culture and successfully mentoring staff/students.
5. Negotiation, influencing and enabling skills to ensure Stirling's priorities are met.
6. Highly developed communication (oral and written) and interpersonal skills with people in all walks of life.
7. Demonstrated excellence in teaching pedagogy that enhances learning and academic outcomes for higher education students.
8. Representing Stirling in a wide range of situations, both internally/externally and nationally/internationally.
9. Experience in successfully managing a range of personnel issues.
10. Demonstrated success in establishing and maintaining productive partnerships.
11. Experience/understanding of local churches and building strategies that connect/ influence theological education with the mission and ministry of local churches.
12. A strong understanding and sustainable capacity to self-manage (e.g., work-life balance, self-awareness, seeking spiritual and professional mentoring, personal well-being, and professional development).

Desirable

13. Personal drive, self-awareness, resilience, organisation and commitment.
14. Strategies to facilitate community and pastoral care.
15. A proven capacity to successfully manage both macro and micro opportunities/challenges.
16. Experience leading organisations through strategic growth and development.
17. A deep understanding of higher education and challenges facing the sector.
18. Ability to relate to staff/students of diverse backgrounds, ages, and experience.
19. Proactively identifies the need for and manage change ('agility' and 'adaptability').
20. A working knowledge of student-centered approaches to curriculum development, use of technology and innovative program management.

POSITION DESCRIPTION - PRINCIPAL
(To be annually reviewed and updated in conjunction with the Board)

Overall Purpose of Position:
The Principal is responsible for the organisation's consistent achievement of its mission and objectives.

Accountable to:
Through the chairperson to the Stirling Theological College Board.

Key Working Relationships:
- Stirling Board
- Stirling Faculty and Staff
- Stirling Students and Community
- Churches of Christ in Vic/Tas Board
- Other Churches of Christ State Conferences
- Council of Churches of Christ in Australia
- Australian Institute of Family Counselling
- Global Mission Partners
- University of Divinity Office of the Vice-Chancellor
- University of Divinity colleges
- ACOM (Australian College of Ministries)
- Other Higher Education Providers where appropriate
- Abilene Christian University, Texas, in partnership with Stirling to provide the Doctor of Ministry program

Key Areas of Responsibility and Accountability
1. **Leadership**
    1.1 Vision, Culture and Strategy Development
    1.1.1. Through personal example, character, practices and encouragement of staff and faculty to ensure that the Christ-centred nature and mission of Stirling, in alignment with Churches of Christ practices, is upheld and demonstrated.
    1.1.2. Work with key stakeholders in the vision and ongoing development of theological education, leadership, ministry, community care and mission formation, including the development of strategy and business plans in partnership with the Stirling Board, which will facilitate a healthy and viable future for Stirling.
    1.1.3. Facilitate and lead conversations with University of Divinity, churches, and agencies for the ongoing development of theological formation and missional insights to support the current and future development of a diversity of healthy and growing communities of hope and compassion.
    1.1.4. In consultation with the Board, lead the vision and implement the future of Stirling's sustainability and achievement of its mission through creating an effective business model, initiating, and maintaining strategic industry partnerships, development of key markets and programs.

1.2. Strategy Implementation

1.2.1. Lead the continuous development, implementation, and review of a Strategic Plan in consultation with the Board, staff, and key stakeholders.

1.2.2. In consultation with the Board from time to time implement and integrate reviews for the purpose of continuous quality improvement of Stirling.

1.3. Organisational Culture

1.3.1. Develop and extend the culture of team and promote and utilise the diversity of gifts and abilities represented on faculty.

1.3.2. Maintain a climate that attracts, maintains, and supports a diverse staff of high-quality professionals.

1.3.3. Guide Stirling's culture towards its preferred future as determined with the Board.

1.4. Representation and working relationships

1.4.1. Effectively represent Stirling and its programs to stakeholders, including having an interest, capacity for and presence within the community of theological education.

1.4.2. Establish sound working relationships and cooperative arrangements with Churches of Christ state conferences, local churches, professional counselling bodies, other stakeholders, and relevant community groups.

1.5. Promotion and fundraising

Promote the achievements and values of Stirling and develop and lead a fundraising and donation strategy.

2. Theological Education and Formation

1.2.1. Continue to develop and ensure the curriculum offered by Stirling is equipping people for leadership, ministry, and mission in diverse cultural contexts within the church and the wider community.

1.2.2. Ensure relevant tertiary educational system requirements, funding arrangements, accreditation and needed associations are maintained and developed to the best benefit of Stirling and its students.

1.2.3. Be personally engaged in a formal process of ongoing formation appropriate to specific needs e.g. Spiritual Direction, Mentoring, Supervision, or Coaching.

1.2.4. Maintain 'research active' status according to the University of Divinity definition through regular publishing and ongoing research.

3. Churches of Christ

3.1.1. Work with State Conferences as required, to articulate and express effective models of formation, mission, discipleship, and evangelism to meet changing cultural attitudes and needs.

3.1.2. Partner with CCVT and other States as appropriate, to support strategic training, research, and development.

3.1.3. Contribute as a team player in the broader life of Churches of Christ and the wider world of ministry formation.

3.1.4. Sympathetically articulate and appropriately advocate the distinctive aspects and culture and mission of Churches of Christ.

3.1.5. Be an active member and regular attendee of a church affiliated with Churches of Christ.

4. Management

4.1. Business model

Oversee the development of a business model that is sustainable, that fosters growth and is in line with Stirling's mission.

4.2. Financial management

Manage the formulation of an annual financial budget that supports the directions of the Board's agreed Strategic Plan and objectives.

4.3. Human Resources management

4.3.1. Ensure that appropriate Human Resources management policies and procedures are in place for the effective management of staff and volunteers.

4.3.2 Ensure that staff and volunteers are managed effectively.

4.4 Compliance

Ensure that Stirling complies with all legislative and regulatory requirements for a higher education institution and registered charity, established as a company limited by guarantee.

5. Property

5.1. Ensure the educational facilities, and on line learning options, are best fit for achieving Stirling's vision and mission and providing an environment for students and staff so that they can experience Christian love, growth and learning within a climate of Christian formation.

5.2. Support the Board in developing a long-term capital infrastructure plan, considering the opportunities of a sale or development of the current campus.

APPLICATION PROCESS

Confidential enquiries
Stirling Theological College is partnering with UniRecruit to undertake a national and international search for high calibre candidates for this position.

Confidential enquiries should be made to:
Michael Toohey on +61 (0) 418 883 807 or michael.toohey@uni-recruit.com.au; or to,
Ann Newton on +61 (0) 412 358 234 or ann.newton@uni-recruit.com.au.

Applications
Your application should include a covering letter in which you provide evidence and examples of your ability to meet the selection criteria and achieve the requirements of the role description.

In addition, your application should contain your full Curriculum Vitae including the following:

- address, mobile and telephone number(s) and email address

- names, telephones and email contact of at least three referees (no contact will be made without your permission)

- employment history, including present position and notice required

- details of education, professional training and qualifications

- details of relevant professional, consulting or industry experience

- any other relevant information, such as offices held in professional bodies and community service.

All applications should be emailed to michael.toohey@uni-recruit.com.au.

Closing Date
Friday 21st August 2020.