1 The Professorship

Background

The Regius Professorship of Divinity at the University of Cambridge, founded in 1540, is the oldest Professorship in the University and is one of the foremost in Theology in the United Kingdom. It is now designated as a Professorship in Christian Theology and is held within the Faculty of Divinity.

Previous incumbents of this Chair include the great Reformation theologian, Martin Bucer, and the eminent textual critic, Richard Bentley, and in the modern period, Brooke Foss Westcott, Henry Barclay Swete, Dennis Nineham, Geoffrey Lampe, Henry Chadwick, Stephen Sykes, David Ford and Ian McFarland. The University is now looking for a distinguished scholar of Christian Theology to fill the post.

Applications are welcomed from candidates with a distinguished record in Christian Theology, with a preference for those with a primary interest in the modern and contemporary periods.

Selection Criteria

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they should address in their application.

- An outstanding international research record in Christian Theology, together with plans for further major research.

- The vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and an established record in attracting research grants to further this development.

- The ability and vision to enhance the academic planning and strategic development of Christian Theology in the Faculty and the University, working together with colleagues from other sub-disciplines within the Faculty to represent the field nationally and internationally, and especially facilitating its development within the UK.
• The ability to manage and interact effectively with staff and students at all levels, and to contribute to all aspects of the academic and strategic development of the Faculty.

• An enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows. The Faculty is committed to equality and diversity, and it is hoped that the appointee would contribute to the strategy to improve gender imbalance especially at graduate level.

Candidates will hold a PhD or equivalent postgraduate qualification.

2 The Faculty of Divinity

The other Professors of Divinity are Professor Catherine Pickstock (Norris-Hulse Professor), and Professor George van Kooten (Lady Margaret Professor). Professor Garth Fowden is the Sultan Qaboos Professor of Abrahamic Faiths and Shared Values. Professor Richard Rex holds a Professorship in Church History and Professor Douglas Hedley holds a Professorship in Philosophy of Religion. The Chair of the Faculty Board of Divinity is currently Dr James Aitken.

There are eighteen further University Teaching Officers in the Faculty covering all aspects of Theology, Philosophy of Religion, and Religious Studies. There is also a vibrant community of postdoctoral and doctoral researchers, and of affiliated lecturers and other specialists in the Colleges.

The Faculty has a strong research culture, comprising collaborative, inter-disciplinary and grant-funded research projects as well as individual research programmes. Each of the major fields of study runs its own regular Research Seminar, and the Faculty hosts a number of public named Lectures, which attract high profile speakers. The Faculty also welcomes a number of Visiting Scholars into its research community each year.

The Theology, Religion and Philosophy of Religion Tripos is a three-year undergraduate course, leading to the BA, with approximately 140 students. The Advanced Diploma in Theology, Religion and Philosophy of Religion and the MPhil in Theology, Religion and Philosophy of Religion are one-year postgraduate degrees. The Faculty supervises over 100 doctoral students, many in the area of Christian Theology and related fields.

The Faculty is also responsible for the Bachelor of Theology for Ministry, candidates for which are members of the Cambridge Theological Federation. The BTh is taught both within the Faculty and within the Cambridge Theological Federation.

The Cambridge Inter-Faith Programme, which works to shape the future of engagement within, between, and around peoples of faith, is an integral part of the Faculty.

The Faculty’s website, where further information about all aspects of its life can be found, is located at http://www.divinity.cam.ac.uk.
3 Standard Duties

Teaching and research

The Professor will be required to deliver lectures and give instruction in Christian Theology and in particular to perform the following duties:

(i) to provide lectures, seminars or classes for undergraduates and postgraduates, fulfilling a normal load of approximately 40 hours per annum;

(ii) to undertake original research, and the supervision of research in their subject and in the Faculty;

(iii) to assist students in their studies by supervision;

(iv) to undertake such University examining as may be required by the Faculty Board;

(v) to play a significant role in terms of administrative service.

Administrative duties are shared equitably among the teaching members of the Faculty. The Regius Professor is expected to play leading roles from time to time on the Faculty Board and Faculty Committees, dealing with such matters as academic and other appointments, recruitment of graduate students, research and teaching assessments and planning, the libraries and computing arrangements. The Regius Professor should expect to serve as Chair of Faculty Board for a fixed term. They also serve as an ex-officio Manager of various Trust Funds administered within the Faculty. Professors are also encouraged to accept appointment to School and University Committees.

4 The Colleges

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching (“supervision”) and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Chair of the Faculty/Head of Department or senior colleagues can give more advice.
The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at:
https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view

5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of the Faculty/Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Faculty / Department to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 October 2020 or as soon as possible thereafter.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Dr James Aitken, Chair of the Faculty of Divinity, West Road, Cambridge, CB3 9BS; telephone +44 (0)1223 763024 or email jka12@cam.ac.uk.

Further information on the University is available at the following address: www.cam.ac.uk.

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than 18 November 2019.

If you are unable to apply online, please contact the Human Resources, University Offices, The Old Schools, Cambridge, CB2 1TT (email professorships@admin.cam.ac.uk).
GENERAL INFORMATION

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

A  Salary

Salary on appointment will be determined by the Vice-Chancellor at the appropriate point on the University’s salary spine for grade 12, taking account of the criteria for the respective contribution band. Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

B  Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment in addition to salary is made.

C  Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor’s discretion.

D  Removal Expenses

If the person appointed is not resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge to take up a University office will be made.

E  Consultancy Work

The University’s policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer’s contract of employment with the University. Consultancy work is not covered by the University’s insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual’s capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at www.enterprise.cam.ac.uk.

F  Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw to the attention of Heads of House the names of those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view
In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if it were to be requested by the professorial fellowship electors of a college.

G  **Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties**

Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person elected will be asked to complete the questionnaire at the time of election.

H  **Family friendly policies and benefits**

The University has a range of family friendly policies to aid employee’s work-life balance including maternity, paternity and parental leave, flexible working and career break schemes. In addition, childcare vouchers, access to two nurseries and a holiday play scheme are available through the Childcare Office to help support University employees with childcare responsibilities. Further information can be found at: [http://www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html](http://www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html)

I  **Eligibility to work and reside in the UK**

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

J  **Equal Opportunities Information**

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

K  **Information if you have a Disability**

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact, Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on mw425@admin.cam.ac.uk