

POSITION DESCRIPTION

Lecturer/Senior Lecturer (Research Active)

Practical Theology Lead

School of Theology 1.0 FTE

Our Vision

A world shaped by love, compelled and informed by the Gospel.

Our Mission

To equip students and scholars to renew their communities with a faith as intelligent as it is courageous.

Statement of Faith

Models a faith to others that is personally vibrant, Christ-centred, evangelical and deeply shaped by the Scriptures and demonstrates commitment to the doctrinal statement of the College and its evangelical heritage, including willingness to sign the Laidlaw College statement of faith.

Location

The location of this position is at Auckland and/or Christchurch learning sites, as well as online/distance delivery.

Key Relationships

The roles which directly impact this position are:

- Head of School, Theology (Supervisor)
- Senior Tutor
- Student Support Advisor (Partners)
- Other Lecturers/Senior Lecturers in the Schools of Theology and Social Practice
- Students
- Staff in other departments

Role Purpose

The Lecturer/Senior Lecturer (Theology) is responsible for teaching in his or her discipline, ensuring that the course or programme is delivered in a way that lifts the College to the highest level of prominence in New Zealand.

The Lecturer/Senior Lecturer (Theology) is expected to carry out research in his or her field, be actively involved in the college and community, and, to some extent, to promote the college within the wider community.

This Lecturer/Senior Lecturer (Theology) will be an expert in one of the standard areas of practical theology (pastoral, formation, spirituality, education, etc) and will be the practical theology lead, overseeing the practical, pastoral, and applied aspects of the programme.

In addition to the responsibilities in this Position Description, the Lecturer/Senior Lecturer (Theology) will carry out all reasonable work-related requests made by their Supervisor and undertake any tasks that are within their capabilities. The Lecturer/Senior Lecturer (Theology) will show a commitment to Laidlaw College's Health and Safety policy and will participate in creating a safe and healthy working environment.

Role Accountabilities

ACCOUNTABILITIES	KEY TASKS	KEY PERFORMANCE INDICATORS
Teaching	<p>Undertake research-led undergraduate and postgraduate teaching in the various delivery modes used by the College.</p> <p>Contribute to the development, planning, revision and implementation of a high-quality, visionary curriculum.</p> <p>Where required, supervise and support the research activities of postgraduate students.</p> <p>Undertake continuing personal professional development in the area of teaching and learning.</p>	<ol style="list-style-type: none"> 1. Teaching is undertaken in a manner that is faithful, discerning and engaged, as measured by student evaluations, surveys, peer evaluation, moderation, revision schedules, and performance reviews. 2. Postgraduate students complete research programmes in a timely and successful manner. 3. Minimum 10 days per year spent in personal professional development. 4. Demonstrates the influence of personal research upon teaching.
Personal Research	<p>Read actively at a scholarly level both within the core field of expertise and wider.</p> <p>Present research and act as a discussant at academic conferences.</p> <p>Publish papers or other scholarly works in peer-reviewed academic sources or similar, and for popular publications.</p> <p>Engage with the broader scholarly and professional communities, contributing to the wider research and professional environments and demonstrating evidence of peer esteem.</p> <p>Initiate and contribute to proposals generating research funding.</p>	<ol style="list-style-type: none"> 5. At least one research output per year accepted by a peer-reviewed source of significant international standing. 6. At least one popular article accepted for publication per year. 7. Development of an active, planned research portfolio and scholarly networks. 8. Attendance and presentations at relevant academic conferences.
Mentoring	<p>Establish and maintain relationships with academic staff and students.</p>	<ol style="list-style-type: none"> 9. Regular office hours for personal and group mentoring of students are made available, communicated and established with students.

ACCOUNTABILITIES	KEY TASKS	KEY PERFORMANCE INDICATORS
Participation in College Community	<p>Engage wholeheartedly in the communal life and activities of the College.</p> <p>Provide pastoral care and support of students (as reasonable).</p> <p>Respects and engage confidently with female and male students of all ethnicities, faiths, and with those who do not profess faith</p> <p>Honour the bi-cultural commitments of the Treaty of Waitangi.</p>	<p>10. College community events are regularly attended, and an active contribution is made.</p> <p>11. Pastoral care is provided to students each semester.</p>
Engagement with the wider community	<p>Personally participate in community service activities that advance the profile and reputation of College.</p>	<p>12. Involved in an appropriate community service initiatives.</p>
College Responsibilities	<p>Serve on committees, be present on campus, and attend meetings, as appropriate.</p> <p>Respect and engage confidently with female and male colleagues of all ethnicities and with differing theological and ecclesiastical affiliations.</p> <p>Is in tune with key internal and external factors shaping the School and College and its operating environment and contributes to identifying areas for School/College-wide competitive advantage, growth and cost reduction</p>	<p>13. All meetings relevant to the Lecturer/Senior Lecturer role are attended, and there is active involvement in committees and everyday collegial life.</p>
Administration	<p>Complete administrative tasks relevant to the Lecturer/Senior Lecturer role.</p>	<p>14. Administration of own courses and all related tasks are completed accurately and within the agreed timeframes.</p>

Performance Expectations

In line with the values of the College, it is expected that Lecturers/Senior Lecturers and other academic teaching staff at Laidlaw College will perform the tasks conveyed by the Position Description to the highest standard as well as displaying outstanding achievement in the following areas:

ACCOUNTABILITY	EXPECTATION
Staff Responsibilities	Known for constructive engagement with, and support of, colleagues meeting College Community and wider Community Key Performance Indicator's as per the Position Description
Student Centred Student Responsibilities	Recognised as a collaborative and innovative teacher with appreciative responses from students Engages with students both in and beyond the classroom, meeting mentoring Key Performance Indicator's as per the Position Description Teaches in areas of need for the current and developing College curriculum
Research Responsibilities	Active researcher and publisher with a strong publishing record and/or trajectory Committed to building the research culture at Laidlaw Committed to building national and international research networks Contributes to the wider research environment and provides peer esteem
Digital Environment Responsibilities	Critically embraces pedagogical opportunities offered by evolving technologies
Sector Connection Responsibilities	Is aware of and responsive to trends in the higher education sector Is a practitioner who is actively involved in and developing sector and interdisciplinary relationships (e.g. church, mission, counselling, education)

Criteria Approved by Laidlaw College National Governing Council, 3 October 2014.

Competencies

Active faith

Models a faith to others that is personally vibrant, Christ-centred, evangelical and deeply shaped by the Scriptures. Demonstrates commitment to the doctrinal Statement of the College and to its evangelical heritage.

Leadership

Is an academic leader who models dedication, enthusiasm, excellence and authenticity and can manage difficult situations. Leads by example and operates with integrity.

Strategic Thinking

Takes a strategic and big picture view of the School, its operating environments and his/her role and responsibilities. Works to foster enthusiasm for, and contribution to, strategic directions and operational changes, in line with the overall College and academic vision. Considers the implications of decisions and actions on the wider mission of the College.

Cultural intelligence

Respects and engages confidently with women and men, people of all ethnicities and cultures, believers of differing theological and ecclesiastical affiliations, those of other faiths, and people who do not profess faith. Honours the bi-cultural commitments of the Treaty of Waitangi, and is especially strong in relating to Pasifika communities.

Discernment and Analysis

Takes a critical view of all information, probing, evaluating, challenging and exposing any potential issues. Does not accept things at face value but questions even at senior levels.

Relationship Building and Partnership Development

Creates partnerships with people and interacts confidently employing astute interpersonal skills and building trust and respect. Engages confidently with a wide variety of stakeholders.

Verbal Communication

Communicates complex verbal concepts and information effectively and professionally with a tone, format and style well matched to the target audience. Handles face-to-face and public occasions involving complex, confidential and delicate information with skill and integrity.

Written Communication

Writes well, and communicates professionally through email and other written means, tailoring communication style to the target audience.

Integrity and trustworthiness

Maintains the highest standards of character and integrity in all interactions, and works to foster mutual trust in all relationships.

Qualifications

QUALIFICATIONS/SKILLS/ EXPERIENCE	DETAILS
Educational qualifications	A research-based doctorate in Theology or a related discipline, ideally with the use of qualitative methodology.
Skills/Knowledge/ Experience	Understanding of recent developments in the theological and general tertiary education sectors nationally and internationally High quality teaching and communication skills Commitment to mentoring students and providing an appropriate level of pastoral care Active involvement in a local Christian church and in Christian initiatives in the wider community Commitment to Laidlaw's Statement of Faith, and our vision and mission.

Revised by Head of Theology, September 2020