

THE POST OF COLLEGE CHAPLAIN: FURTHER PARTICULARS

The College

St Catharine's College is one of the 31 constituent Colleges of the University of Cambridge. The College community consists of the Master and Fellows, undergraduate and postgraduate students admitted in a range of subjects, and members of College staff. Like other Cambridge Colleges, St Catharine's is an independent, self-governing institution, and is regulated by the Charity Commission. The Governing Body is the College's board of trustees and has ultimate responsibility for the admission of students, for the welfare of Fellows, students and staff, and for administering the College's operations and finances.

St Catharine's College was founded in 1473 and is situated in the historic heart of Cambridge. The College has approximately 430 undergraduates and 200 graduates, a Fellowship of 67, and about 130 members of staff. It caters for almost all subjects regularly taught at the University of Cambridge.

The Chaplain

The Chaplain is appointed by the Master and Fellows and reports to the Master, Sir John Benger and the Governing Body, in its corporate capacity as Ordinary.

Applicants must be graduates who are ordained priests of the Church of England (or of a Church in full communion with it). The Chaplain will be elected to an Official Fellowship and thus become a member of the Governing Body and a charity trustee.

The Chaplaincy is a permanent role, with a probationary period of one year. There is a possibility of promotion to the post of Dean of Chapel after a number of successful years in the post.

Duties

The principal duties of the Chaplain are the conduct of worship in the College Chapel according to the rites of the Church of England, and the pastoral care of all members of the College, irrespective of their religious background.

Additional duties include

- the supervision of chapel wardens and clerks
- inviting and hosting visiting preachers
- involvement in the planning of the Chapel's maintenance
- preparation of candidates for baptism and confirmation
- overseeing and hosting a programme of discussion groups and other social activities (principally during the academic terms) which enhance the Chapel community
- supervising and mentoring ordinands on attachment (when suitable arrangements can be made)
- oversight of the College's Multifaith Prayer Room
- participation in the intercollegiate Deans and Chaplains network

As a Fellow of the College and a College Officer, the Chaplain will serve on College committees, and contribute to the strategic direction of the College.

The Chapel

The present pattern of regular term-time worship is as follows:

SUNDAY SERVICES

10 a.m. Said Holy Communion (Common Worship)
6 p.m. Choral Evensong & Sermon (Book of Common Prayer)

WEEKDAY SERVICES

Tuesday: 6.30 p.m. Luminaria - An Evening Service of Light
A Liturgy unique to the College, sung by the Girls' Choir
OR
Evensong *sung by the combined choirs*
Thursday: 6.00 p.m. Themed service or College Eucharist (once a term)
or
9.30 p.m. Choral Compline ('Night Songs')

The Chaplain will say morning and evening prayer on weekdays where there is no other scheduled service. Copies of the current Term Card and Music List are available on the College website. Occasional offices include weddings, funerals and baptisms. The Chaplain is also responsible for organising Memorial Services in the Chapel or in the University Church when these are called for. In 2022 the chapel gained a Bronze Eco-Award from Eco Church.

Music

The College has a strong choral tradition, boasting two choirs – a mixed choir of students and children's girls' choir. Entry to both choirs is by audition, and both aspire to the highest artistic standards. The choirs have released a number of commercial recordings (latterly on the Resonus Classics label) featuring music from the Renaissance to new commissions written for them. Their work can be heard regularly on BBC Radio 3 and over the last ten years have featured in three *Sunday Worship* broadcasts on Radio 4.

St Catharine's was the first Oxbridge College to provide opportunities for girl choristers. The two choirs sing on separate occasions during the week, but will often also combine (as on alternate Tuesdays). The chapel/music community is thus somewhat different to many other Colleges, in that it regularly welcomes parents and others from outside the College to its services. This outward-facing character is further enhanced by the hosting of regular choral courses in the vacations, the annual 'Christmas Luminaria' event which takes place in Main Court, and by outreach projects. The chapel is also a popular venue for concerts, including the College's own Kellaway Concert Series.

It is expected that the Chaplain will work closely with the Director of College Music to maintain and encourage choral music within the life of the chapel. This is further supported by the Chapel and Music Committee.

Community, Pastoral and Welfare

The College is a diverse community, with students, staff and Fellows from a wide range of cultural backgrounds and faiths. The Chaplain should therefore be comfortable ministering to, and working with, those from a broad range of Christian denominational backgrounds, as well as supporting the diversity of the community and working with those of all faiths or none.

St Catharine's College provides outstanding welfare and wellbeing provision and is at the forefront of collegiate wellbeing initiatives within the University. We have achieved this position as a result of the dedicated work of our pastoral teams. The Chaplain will work closely with these teams, which comprise the Undergraduate and Postgraduate Tutors and the College Health and Wellbeing Team (made up of the Head of Wellbeing and the Community Health Practitioner). This entails supporting, encouraging and listening to all members of the community, including students, Fellows, staff and alumni, within the context of the College's confidentiality and data protection policies.

To be effective in this contribution, the Chaplain is expected to be a visible and active participant in the social and community life of the College in order to get to know its members. This responsibility includes:

- in confidence, listening and offering pastoral support, and giving advice where it is sought, to all members of the College community who seek it, of whatever faith or none;
- creating opportunities for inter-faith dialogue in College;

While the principal objective of the appointment is to provide for the liturgical and pastoral aspects of the Chaplaincy, there are obvious opportunities for a candidate with academic interests to pursue their scholarship, and a suitably qualified candidate might be invited to participate in teaching, alongside their duties as Chaplain. The person appointed may be supported to engage in further professional development and training as appropriate. All previous incumbents have brought different skills and interests to their ministry in the College, and there is abundant scope for the person appointed to shape the Chaplain's role as their ministry develops.

Administrative assistance with service booklets and term cards can be provided if required.

Terms and Conditions

A stipend equivalent to the Ely Diocesan scale for incumbents is offered, currently £30,638.04 pa together with the allowances accorded to Fellows of the College, including a generous meal and entertainment allowance. A choice of furnished accommodation will be made available rent-free, in addition to an office in College; a living out allowance in the region of £10,000 pa is available for those not wishing to reside in college accommodation.

The College will maintain contributions into the Church of England Funded Pension scheme.

The hours of work are expected to be 37.5 per week with some flexibility around hours to be worked during term time, which may differ from the requirement during vacation periods.

The holiday entitlement is 33 days per leave year (25 days plus 8 bank holidays) for full time employees.

The Chaplain may be appointed to another College office, such as Tutor, if the Governing Body is satisfied that the appointment will not prevent the discharge of his or her duties as Chaplain. Appointment to any other such office shall carry the appropriate stipend.

The postholder will be required to undertake a satisfactory enhanced DBS check, prior to commencing employment.

The Chaplaincy will become available as of January 2025.

Person Specification

The applicant must be an ordained priest of the Church of England or of a Church in full communion with the Church of England. Set out below are the essential criteria for the role.

Essential requirements:

1. A thorough knowledge of the Anglican liturgy and its choral tradition;
2. Excellence in preaching;
3. An ability to provide a focus for regular and occasional worshippers from a variety of faith backgrounds;
4. A strong pastoral commitment, rapport with younger people and ability to engage with students through a wide range of activities;
5. Ability to work effectively across faith communities and with those in the College who have no faith, and more generally to build community and collegiality in a spirit of creative engagement with all members and staff of the College;
6. Evidence of suitability for the critically important welfare and safeguarding responsibilities inherent in the role;
7. Strong commitment to developing the social, cultural and intellectual experiences of students and the capacity to engage the College with broader ethical issues;
8. Commitment to promoting equality, diversity and inclusion within the Chapel community and wider College;
9. Ability to command the respect of Fellows, students, staff and alumni of the College.

Applications

Applications should be made online at: https://app.casc.cam.ac.uk/fas_live/chaplain where applicants will be asked to provide a full curriculum vitae, a short supporting statement setting out their suitability for the post (500 words), and the names of three referees (one of which should be the applicant's Diocesan or Area Bishop).

The **closing date** (for the receipt of both applications and references) is 12 noon on 12 September 2024.

Interviews will take place on Friday 4 October 2024.

Information about St Catharine's College can be found on the College website (www.caths.cam.ac.uk). Informal enquiries concerning this post may be directed to Dr Edward Wickham, Director of Music (music@caths.cam.ac.uk).