

Appointment of
PRINCIPAL

April 2025 UAADC



WELCOME

We are delighted to invite you to consider applying for the post of Principal of Ripon College Cuddesdon.

We seek a leader who has vision and imagination, combined with an understanding of the art of the possible, to join us in thinking how Ripon College Cuddesdon can best exercise its vocation to train people for ordained and lay ministry in the Church of England in the coming years. Theological training has undergone radical change in the past two or three decades in response to changing circumstances in the Church and society. The College remains committed to bringing its extraordinary resources in education, liturgy, community life, and the beauty of the place itself, to forming priests and lay leaders for the twenty-first-century Church. We therefore seek a Principal who has experience in leading change, and confidence and courage in thinking about and shaping the College's contribution to the future of the Church.

We hope our new Principal will bring to the College energy and an entrepreneurial sense of how the College can best continue to serve the Church and its people; an appreciation of the College's traditional emphasis on academic rigour and contextual engagement alongside a strong sense of community life and worship; and, not least, a prayerful presence and empathy for others, combined with a generosity of spirit and a sense of humour.

The College's tradition of thoughtful, inclusive and grounded formation remains important to its identity as it seeks, in all it does and how it does it, to reflect the comprehensiveness of God's Church for God's world. Ripon College Cuddesdon is committed to the flourishing of all and to building a community of communities in which each member is enabled to make their unique contribution within the calling and ministry of the whole. We seek a Principal who will gladly embrace this vision, will be a clear and prayerful advocate for it, and a strong ambassador for the College.

What we can offer is an exciting opportunity in the life of the Church, a warm and invigorating community, and the support of the Governors in the work ahead.

We are pleased to partner with Saxton Bampfylde in this search for the next Principal, and we thank you for carefully discerning whether you might be called to this role.



*The Rt Revd Michael Ipgrave,
Chair of the Governors*



*The Revd Canon Professor Jane Shaw,
Governor and Chair of the
Appointments Panel*



INTRODUCTION

Ripon College Cuddesdon (“the College”) has traditionally trained clergy for the Church of England, and in recent years has extended to support the training and development of Christian leaders through a range of pathways to a variety of forms of ministry. The College is governed by a Board of Governors and regulated by Royal Charter.

Originally founded by Bishop Samuel Wilberforce in 1854 as the Oxford diocesan seminary for graduate students, the College now comprises about 150 students on different pathways to ordination and differing lay ministry.

The College attracts students, staff and visitors from across the theological spectrum, while remaining firmly rooted in the broad mainstream of the Church of England. It encourages listening and creative dialogue between people of a diversity of views as they study, eat and

worship together, offering a range of formats from full-time residential to part-time non-residential, among other flexible options.

The College remains deeply committed to developing a depth of prayer, wisdom and discernment in all its students. It has long been a byword for spiritual and theological depth, academic rigour, and contextual engagement, and has produced many notable scholars and church leaders.

The College has a strong commitment to the ministry of women at all levels in the church, consistently attracting a significant number of female students. This commitment was highlighted when we hosted a gathering of the world’s female bishops and other senior women from across the Anglican Communion in 2008.

ABOUT RIPON COLLEGE CUDDESDON

The setting

The College is based in Cuddesdon, a village about 7 miles from the centre of Oxford to the east, but it also has teaching centres in Ludlow and Gloucester. It also has formal partnerships with CMS to deliver aspects of ordained pioneer ministry training; and with several Dioceses offering different pathways to study, including academic qualifications validated by Durham University – the Common Awards, and study for the Oxford University BA in Theology or MTh in Applied Theology. (While not a Permanent Private Hall of the University of Oxford, the College nevertheless enjoys the right to matriculate students in the University).

With a residential community at the core, this is “a community of communities shaped and centred in Christ”

The College Ethos: Faithful worship – Eager learning – Diverse community: Formation for generous service in God’s Church

Ripon College Cuddesdon treasures and seeks to reflect the comprehensiveness of God’s Church for God’s world. Believing that there neither is nor should be any division in the Body of Christ, committed to the flourishing of all and to building a community of communities in which each disciple is enabled to make their unique contribution within the calling and ministry of the whole.

The buildings are much loved by many generations and have had some more recent additions, most notably the magnificent Bishop Edward King Chapel, which was a wonderful addition to the Cuddesdon community in the heart of the College in 2013 – read more [here](#).

The Student Body

The College consists of full-time and part-time vocational training pathways:

Full-time residential training at the College is broad, deep and outward looking. Students receive academic excellence from in-house theology lecturers and gain real-world experience to prepare fully for ministry.

Students, together with many of the teaching staff, live in Cuddesdon and the sense of community, based around shared worship, learning and formation for ministry, is strong. Diversity is vitally important, with each student bringing their own story, background and tradition to the community. Difference as well as affirmation prepares students well for a life of collaboration and co-operation in ministry across the diversity of the church.

Part-time training offers flexibility to study for ministry alongside other commitments of work or family, as well as enabling students to continue living, working and worshipping in their own local context.

People come from all backgrounds and walks of life, representing a broad spectrum of age, education and ministerial experience. This breadth is important, making a wonderfully diverse community and a rich learning environment.

Local learning is also delivered including in Gloucester and Hereford. Training leaders for work with children, young people and families, as well as Lay Reader training has opened new opportunities and gives potential for further development of developing leadership and spirituality.

Read further about our training Pathways [here](#).

Local and International outlook

The College has developed links across the Anglican Communion. The College welcomes visiting students from overseas and has formal links with Hong Kong Sheng Kung Hui and the Church Divinity School of the Pacific in California. The Cuddesdon Study Centre regularly hosts visiting scholars.

The College is used for events, short courses and conferences, as well as venue hire, and is keen to increase impact and income from different sources. The College also works with the community to be integrated in local activities and contributing to the village and wider area.



FINANCES & GOVERNANCE

Finances

The College has revenues of about £2m per annum. Details can be found in the annual report found [here](#).

Like all TEIs, Cuddesdon has needed to adapt in recent years to the national fall in ordinand numbers and changing arrangements for national Church funding of training. The Governing Body has adopted a plan to diversify income from wider commercial activity, and it will be crucial for a new Principal to engage in a realistic and creative way with the opportunities this presents.

Governance

The College is established by Royal Charter. The Visitor of the College is the Bishop of Oxford ex officio.

The Board of Governors meets at least once a term and comprises up to 19 Governors, including two student and two staff Governors, but with a majority of independent appointees, two of whom are appointed by the Bishop of Oxford, two by General Synod, and two of whom must be former students. The Principal is a Governor ex officio. The present Chair is the Bishop of Lichfield, Bishop Michael Ipgrave.

The Board of Governors has five Committees, each chaired by an independent Governor, to oversee five of the College's most important activities. These are Academic and Formational; Marketing and Development; Estates and Personnel; Governance; and Finance (which includes risk).

The senior management team of the College and its sub-committees meet regularly to discuss and resolve issues relating to the day-to-day management of the College.



*“Faithful
worship –
Eager learning
– Diverse
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Formation for
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God’s Church”*





THE ROLE OF PRINCIPAL

Duties of the Principal

This is a very exciting time for a new Principal to be joining the College. Ripon College Cuddesdon is going through a period of significant transition and there is a genuine opportunity for an exceptional individual to lead the College successfully through this transition. The Principal will take the College through the next stage of its development as a centre of theological education, as well as increasing revenues and maximising the potential of the College resources.

The Principal will:

- Develop the future sustainable vision of Ripon College Cuddesdon working alongside the Governors and staff team. Building on the strengths of past and present, in a remarkable and much-loved setting, and in a rapidly changing Church environment, equipping future Christian leaders for their vocational leadership roles be they ordained or lay.
- Adopt a 'Presidential' and ambassadorial role within the community, as well as representing the College nationally and internationally.
- Embody the College ethos, being committed to breadth and diversity, as an inspirational figurehead to attract future students, and as an ambassador for the College in the wider church and with existing and potential donors.
- Be a highly organised and competent manager who will work collegially and collaboratively across the staff team; be a good communicator and support systems of working with the more devolved aspects of the College's activities.
- Lead the Senior Management Team and play a key role in other key College committees, including the committees which handles the main aspects of the teaching programmes.
- Contribute to the teaching programme across different pathways.
- Be a good role model to those training for ministry, and those living in community, maintaining a good balance between commitments.
- Embrace the College's ethos and represent the College in different contexts as a strong advocate and ambassador.



PERSON SPECIFICATION

Essential

The Principal will:

- Have experience of successful senior leadership of a complex organisation and a track record of significant impact.
- Have imagination and think entrepreneurially, with experience of leading the development of future vision, and implementation of a strategic plan.
- Exemplify authentic ministry, pastoral care and spirituality.
- Have outstanding and compelling communication skills.
- Likely be an ordained priest in the Church of England or a Church in Communion with the Church of England, (unless prior experience is a close fit to the work of the College).
- Demonstrate credibility in the academic world, but there is no expectation that they will have necessarily taught in a College or University.
- Bring knowledge of the Church of England and ideally the wider Anglican Communion.
- There is a Genuine Occupational Requirement (GOR) that the post-holder is a Christian. Regulation 7(2)a of the Employment Equality (Religion or Belief) Regulations 2003 applies.

Desirable

- Teaching experience at undergraduate level and/or in adult education.
- Experience of fundraising.
- A research degree.
- Experience in parochial ministry in the Church of England.



TERMS OF APPOINTMENT

Salary

The salary for this role is £44,895, which is the equivalent of Cathedral Dean.

In addition, as per the Lichfield Scale there is a book allowance of £920 per annum, plus membership of a professional body and contribution to cost of relevant conferences.

Housing

The postholder is provided with a house in Cuddesdon village.

Meals

Collegiate meals are provided free of charge in the College communal dining room in term-time. A spouse and dependent children are included in this provision.

Holidays

The post holder is entitled to thirty days annual paid leave plus statutory holidays (or days in lieu of those which fall in term-time).

Working Hours

There are no set working hours for this post. The person will be able to work on several weekends through the course of the year, being available for the residential courses as necessary.

The post may involve overseas travel.

There will also be a resettlement grant to cover relocation costs.

Date of Appointment and Tenure of Office

It is intended that the person appointed shall take up the post on 1 January 2026. The appointment is subject to a probationary period of six months.



HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Ripon College Cuddesdon on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **UAADC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 2nd May 2025**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



Saxton Bampfylde

Ripon College
CUDDESDON