Received: 16 October 2026

Uniting Church in Australia
SYNOD OF VICTORIA AND TASMANIA

Position Description

Pilgrim Faculty: Practical Theology
Pilgrim Theological College

Reporting to:	Head of College, Pilgrim Theological College
Unit:	Equipping Leadership for Mission
Location:	Centre for Theology & Ministry, 29 College Crescent, Parkville
Tenure:	Placement: 7 year appointment, renewable upon review for up to 5-year terms thereafter.
Hours per week:	18.75 hours (0.5 FTE)
Cost centre:	Pilgrim Theological College
Date:	Approved by Ministry & Misson Committee, Month 2026

Employee

Signature

Date

Manager

Signature

Date

Faculty Position in Practical Theology
Part-time (0.5 FTE)
Pilgrim Theological College
Position Description

Commencing 2027

Faculty Position in Practical Theology

The Faculty position in Practical Theology is a 0.5 FTE role within Pilgrim Theological College, a College of the Uniting Church in Australia (UCA) and part of the University of Divinity. Pilgrim Theological College sits within the Synod of Victoria and Tasmania (VicTas) of the Uniting Church in Australia. Faculty work within the ethos and tradition of the Uniting Church in Australia. The faculty role is dual facing.

First, Pilgrim faculty members contribute to creating an environment through which candidates for ministry in the Uniting Church may continue to be formed for their ministry, through theological education, on behalf of the Synod of Victoria and Tasmania. Faculty contribute to the formation program, are expected to participate in the worship life at Pilgrim, and contribute to the theological resourcing of the wider Uniting Church, including education of lay ministers, as appropriate.

Second, as faculty of a college of the University of Divinity, Pilgrim Theological College Faculty members undertake all the roles expected of a university lecturer: teaching at both undergraduate and postgraduate levels, supervising students enrolled in Higher Degrees by Research (MTh, PhD, DPP), participating in international standard research, research impact and engagement activities, and contributing to other programs and committees within the University of Divinity.

The Practical Theology Faculty position is described below without formal confirmation of the academic title that will accompany the role. This title (either Lecturer, Senior Lecturer, Associate Professor, or Professor) will be confirmed following appointment on the basis of the successful candidate's application for initial academic classification within the University of Divinity and may be changed following successful academic promotion.

The Practical Theology role reports to the Head of College.

Pilgrim Theological College

Pilgrim is the Uniting Church theological college in the Synod of Victoria and Tasmania, equipping people for ministry and service within and beyond the Church. Pilgrim offers theological education which combines high-quality scholarship with the diversity of Christian tradition.

Pilgrim Theological College's purpose is to educate, form, and equip people to foster a just and compassionate world through creative and critical theological inquiry, practice, and research. It has a strategic focus on liberative and contextual theology, high-quality learning and teaching for a multicultural church, equipping the whole people of God, and nurturing life-giving community.

Pilgrim Theological College incorporates the academic program of awards and units accredited through the University of Divinity, ministry formation programs for those preparing for ordained and specified lay ministries, Uniting Learning lay ministry education units, and diverse initiatives to support discipleship and education from public lectures to discernment of call and lifelong learning.

University of Divinity

Pilgrim operates within the dynamic, ecumenical setting of the University of Divinity, of which it is a founding member. This ecumenical project is core to Pilgrim's identity and commitments. The University is internationally recognised for its high-quality research and education in theology, biblical studies, ancient world studies, history, and practical theology, and it has sustained its position as a national leader in positive student experience among Australian universities over many years.

Centre for Theology and Ministry

Pilgrim is based at the Centre for Theology and Ministry, where other key Synod ministries are also located within the Equipping Leadership for Mission unit. This includes the Dalton McCaughey Library, one of the southern hemisphere's leading theological libraries, which is a joint project of the Uniting Church, Society of Jesus, and Trinity College. Other ministries on site include the Uniting Aboriginal and Islander Christian Congress Victoria staff, the John Paver Clinical Pastoral Education centre, UCA Schools and Chaplaincy coordination, Synod ministries in areas of discipleship and advocacy, Marketing and Communications, Ministry Placements and Grants.

Uniting Church in Australia Synod of Victoria and Tasmania

The Uniting Church in Australia Synod of Victoria and Tasmania is the Council of the Uniting Church in Australia (UCA) responsible for the general oversight, direction and administration of the Church's worship, witness and service in the region allotted to it. It exercises pastoral, executive, administrative and disciplinary responsibilities in relation to the presbyteries within its bounds. In particular, it promotes and encourages the work of the Church, assisting congregations and presbyteries within its bounds in their faithful participation in the mission of God.

Key Responsibilities

The Practical Theology faculty person will bring research and teaching expertise in at least one of: missiology, leadership, ethics, Christian education, or Indigenous studies. They will use this area or areas of expertise to:

1. Provide teaching within the accredited awards of Pilgrim Theological College.
2. Participate in activities to support the formation of candidates for ordained and other recognised ministries within the Uniting Church in Australia and the Synod of Victoria and Tasmania.
3. Engage in ongoing research and publication in the scholarly/academic and church/public spheres.
4. Participate in and contribute to a community of theological scholars resourcing the Synod (its congregations and presbyteries) to support its engagement in mission and ministry.
5. Participate in administrative leadership in relation to the academic and formation responsibilities of the College, including relevant committee work, through consultation with the Head of College.

Key Selection Criteria

Qualifications and experience

1. Educational qualifications to doctoral degree level in missiology, leadership, ethics, Christian education, or Indigenous studies, or a related field.
2. Demonstrated ability in scholarly research publication and other forms of communicating the insights of scholarly research in the church and public spheres;
3. Teaching experience at tertiary level, including an awareness of adult learning principles for effective course design, and a strong working knowledge of supportive technology for both classroom and online teaching;
4. Experience in or capacity for supervision of postgraduate research;
5. Experience teaching a diverse student body and within a multi-cultural context;
6. A commitment to professional development networks to ensure ongoing learning and contribution of expertise to education, formation, and professional development;
7. Experience in spiritual or vocational formation and/or pastoral ministry experience

Skills and Capacities

1. Well-developed competency in communication, including familiarity with a range of approaches to adult learning in both online and face-to-face teaching modes.
2. Ability to relate well to students of varying ages and cultures in the classroom.
3. Well-developed competency in academic research.

4. Ability to work as a member of a team.
5. An understanding of the needs of ministerial leadership in the contemporary context of the church.
6. The ability to contribute to providing a positive environment in which people may continue to be formed for leadership in the church and to offer guidance, as and when needed, to the Synod of Victoria and Tasmania in relation to theological matters.
7. Methodology that values different learning styles and the capacity to respond appropriately to the multicultural context of the UCA.

Ethos and Commitments

The successful candidate will

- be an active participant in a Christian community of faith;
- commit to work within the faith and ethos of the Uniting Church in Australia;
- support fundamental principles of inclusion and fairness, including the contribution of diversity in culture (CALD), ability, age, gender (LGBTQI+) to communities, including faith-based gatherings and workplaces;
- be committed to seeking reconciliation and justice for the Aboriginal and Torres Strait Islander peoples of Australia.

Other Requirements

Applicants will be required to have or obtain a Working with Children's Check, and their employment will be subject to satisfactory completion of a National Criminal History Check.

Flexibility is required in terms of working hours, with work on weekends and/or in evenings necessary from time to time. Annual leave may not be taken during the teaching weeks of a semester.

Applicants must be willing to work within the Synod's Workplace Values and Characteristics (see page 7), and they must support the Synod's strategic direction.

Key accountabilities and activities

Nurture the Synod's theological culture	Provide theological education, leadership, and strategic proposals that strengthen the College's work in education, formation, and professional development. Play a significant role in the Pilgrim Theological College team and contribute to work in education within and beyond the Uniting Church. Translate academic literature and research into more accessible modes.

Teach and lead	Develop units and teach in the area of Practical Theology at undergraduate and graduate levels with attention to: • the particular areas of study and standards required by the Assembly in relation to formation for ordained and other recognised ministries. • the context in relation to Indigenous theologies and knowledges and actively seeking Aboriginal and/or Torres Strait Islander perspectives and scholarship. • Pilgrim's focus on liberative and contextual theologies, in keeping with its strategic plan. Take an active part in the design and development of course curricula including on-line and flexible delivery. Coordinate honours and postgraduate programs and supervise undergraduate, honours and postgraduate students. Contribute to Synod and Assembly-based continuing and congregational education.
Support Ministry Formation Program	Act as Formation Mentor and prepare annual reviews of students' formation progress. Liaise with the Ministry Formation Coordinator and members of Faculty in relation to student matters. Participate in the formation program and the community life of Pilgrim Theological College.
Conduct research	Undertake academic research, writing and publication in areas related to the field. Present research at conferences and other forums nationally and internationally. Participate in the national and international scholarly community related to the field, including supporting seminars and other scholarly gatherings, mentoring Early Career Researchers and HDR students, and contributing to activities of academic citizenship such as peer review. Advise the Dalton McCaughey Library (DML) on acquisitions related to the field.
Lead church and public engagement	Be available to the wider Church in a consultative role related to the relevant field(s) of Practical Theology. Participate in the life of the Church through congregational worship and preaching engagements.

	Comment on current issues in the media as appropriate within the Uniting Church requirements. Foster understanding of the place of Practical Theology in the life of the Church, promoting new initiatives as appropriate. Maintain local, regional, national and international networks.
Participate in committee structures	Participate in the committee structures within Pilgrim Theological College. Participate, as appropriate, in the committee structures of the University of Divinity and associated centres. Participate in the work of the Synod of Victoria and Tasmania.
Work in partnership	Develop and maintain effective relationships across the life of the Church and apply consideration to a theological and missional perspective when providing advice and services. Pro-actively negotiate and establish effective communication and workflow systems. Maintain a current understanding of life within presbyteries and congregations to ensure effective and wise use of resources for the mission of the Church.
Communicate effectively	Confidently convey ideas and information in a clear and interesting way, understanding the target audience and objectives of any communication. Use feedback to refine communication and handle difficult and sensitive communications. Write briefs, emails and reports, using clear, concise and grammatically correct language. Edit written communications to ensure they contain the information necessary to achieve their purpose. Use multiple communication channels to tailor communication to relevant audiences.
Demonstrate teamwork	Openly share insights with others. Maintain effective and respectful relationships. Participate in team meetings and conversations with peers in a way that encourages collaboration, connection, and lighter and simpler systems. Remain open and flexible to new ideas and the sharing of resources, to ensure the wisest use of the Church's resources. Demonstrate enthusiasm for the strategic direction and the purpose and goals of the team and broader unit.

	Resolve any conflict that may arise through effective reconciliation methods. Participate in team development activities and exercises to enhance own leadership and foster a culture of teamwork across synod ministries and operations.
Manage self	Prepare own work plan annually with agreed measurable outcomes. Demonstrate a commitment to developing self, learning new skills and gaining new insights into own effectiveness. Actively participate in the annual Performance, Planning and Development Program (PPD).

UNITING CHURCH IN AUSTRALIA SYNOD OF VICTORIA AND TASMANIA

Synod Vision

Following Christ, walking together as First and Second Peoples, seeking community, compassion and justice for all creation.

Synod Ministries and Operations Mission

To inspire, resource and enable presbyteries, congregations and agencies to live Faithful Futures' shared vision and goals.

Staff Values and Characteristics

Trust – a dependable partner - being a dependable partner that builds trust through: respectful, just and honest action; acting with integrity; ensuring the safety of all children and vulnerable people is paramount; aligning policy and practices; and delivering on commitments.

Collaboration – a shared responsibility - taking responsibility and collaborating through: working cooperatively with other Councils of the Church; knowledge sharing; inclusive decision making; and walking together as First and Second Peoples.

Growth – an expansive culture - embracing a culture of generosity and growth by: accepting new and challenging ideas and tasks; continuous improvement to practices, systems and processes; hearing all voices; contributions; welcoming diversity; and consultative leadership.

Sustainability – a healthy ecosystem - maintaining a vibrant environment by: the intentional use of resources; ensuring we have the right skills, development, gifts and talents where we and our work flourish.