



Saxton
Bampfylde



EMERGENCY
EXIT

Appointment of
**Principal, London School
of Theology**

July 2026



Contents

- 3 A message from the Chair of Trustees
- 4 About LST
- 7 The role
- 9 Person specification
- 11 Terms of appointment
- 12 How to apply



A message from the Chair of Trustees

Many thanks for your interest in becoming the next Principal at London School of Theology. We have benefited greatly from seven years of very effective leadership by Professor Mark Cartledge who, for health reasons, is stepping down from the Principal's role at the end of August.

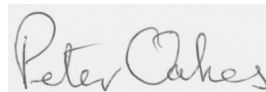
In particular, Mark led us through the development and implementation of our strategic plan for 2022-27. Our plan built further on LST's well-established identity as an academically and missionally ambitious institution that is ambidextrous, rooted in a worshipping community which learns together at our attractive and outstandingly equipped site in Northwood, then extending across the country and the world in online provision. An exciting outworking of the plan has been to apply for Taught Degree Awarding Powers. After various preliminary stages, the final application was submitted in February. After correspondence and site visits we await a decision from the Office for Students. We are looking for a leader, dedicated to Christ and committed to the values of the college and to helping the community forward, who will both build incrementally and innovate, developing and implementing the next strategic plan, and taking up the opportunities and challenges that follow from the TDAPs application.

These are challenging times, both globally and for UK Higher Education, especially theological education. LST is in a strong capital position, owning its land, without debts and with investments. On the other hand, an interdenominational evangelical theological college has no guaranteed student recruitment stream, is limited in the fees we will charge, and yet faces the increasing costs of teaching and administration in an increasingly regulated environment. We have had an operating deficit for several years. The new Principal will build on current initiatives to correct that over time. However, a hundred or so new students

arrive each year. It's a vital Christian ministry with sound financial underpinning.

We have a vibrant, diverse, inclusive student community of over three hundred. So many lived stories of commitment and development! So much resourcing of churches and other expressions of God's kingdom! This community, its life and potential, is at the heart of the call for the right person to take us forward.

In my six years so far as a trustee I have constantly enjoyed my interactions with people in the LST community. This is a tremendously encouraging, committed and exciting group of people to engage with: students, staff, teaching faculty, executive team, trustees. We are looking for someone who will enjoy joining and playing a key role in our community. We are, of course, also looking for a person with particular gifts, character, calling and commitments. I commend the rest of this brochure to help you discern if this could be you.

Professor Peter Oakes
Chair of Trustees



About LST

A brief history

In the middle of World War Two, a group of ministers, missionaries and business people came together with a vision for an interdenominational, evangelical college that would counter the rising tide of liberal scholarship in Western universities, and prepare Christians to interact with the post-war world.

Based in central London, the college initially offered correspondence courses and evening classes. By 1944, just one year after its founding, over 300 students were enrolled, and two years later there were 1,400 students enrolled at London Bible College with evening classes being taught all over the UK. In the Autumn of 1946, the first full-time students started their studies, the class photo of this cohort can be seen along our faculty corridor today!

In 1970, London Bible College moved to Northwood and onto the campus previously occupied by London College of Divinity, an Anglican training college. The 1990s saw the opening of a dedicated postgraduate centre, the Guthrie Centre, which also previously housed the Centre for Islamic Studies.

In 2004, London Bible College became London School of Theology (LST).

LST continues to be known throughout the world as a place where intellectual thoroughness and rigour go hand in hand with a passion to see students grow personally and spiritually.

Mission and vision

Since its founding, LST has been dedicated to serving the church of Jesus Christ worldwide, through the education of individuals, equipping of local churches, and engagement in leading research.

LST's vision is:

Forming Disciples, Resourcing Churches, Impacting Society.

We form disciples of Jesus Christ and resource the ministry of churches, impacting society by our witness to the good news of the Kingdom of God. We do this by providing theological and interdisciplinary education in Christian community.

LST today

For over 80 years, LST has provided the opportunity to study in an interdenominational context at the highest level of evangelical theology. Today, LST offers a range of theology programmes across undergraduate,

postgraduate taught and postgraduate research levels, alongside Lifelong Learning theology short courses.

LST's undergraduate and postgraduate taught programmes are developed, delivered and assessed by LST, with degrees awarded and quality assured by Middlesex University. Its research programmes are jointly developed, delivered and assessed by both institutions, and are Middlesex University qualifications, fully quality assured by Middlesex.

LST's programmes are designed for students who want to explore Scripture and deepen their understanding of its relevance to individuals, the Church and the world. The School seeks to provide rigorous academic study within a Christ-centred community, forming students as reflective practitioners equipped both for diverse ministries within the Christian Church and for a wide range of vocations and professions beyond it.



Current context

LST is at an important point in the life of the School as it moves into the fourth year of its current five-year strategy, focused on *Forming Disciples, Resourcing Churches and Impacting Society*, and begins work on a new strategic plan for 2027–2032.

The School continues to be one of the largest theological colleges in the UK and Europe. Its student body is increasingly diverse in mode of study, with a growing shift towards part-time and online learning, alongside continuing campus-based provision.

A significant strategic priority is LST's application to the Office for Students (OfS) for its own Taught Degree Awarding Powers. This is being pursued to provide additional flexibility and choice as the School responds to the well-documented challenges facing the Higher Education

sector. LST submitted its application for Taught Degree Awarding Powers in February 2026 and is now progressing through the OfS assessment process. Throughout this period, LST will continue to work closely with Middlesex University, its current validating partner. If successful, Middlesex University would continue to jointly award LST's research degrees.

LST has also adopted a new Research Strategy, identifying four key research themes: Church and Society; Evangelicalism and Ecumenism; Theology, Spirituality and Formation; and The Gospels and Jesus. This reflects the School's continuing commitment to research that serves academic communities, the Church and wider society.



The role

Job summary

The Principal is the spiritual, academic and organisational leader of LST, providing overall leadership for faculty, staff and students. Working with the Board of Trustees and Executive Team, the Principal also has an outward facing role, providing a key public face for LST with a remit to represent and promote LST across the wider community.

The role requires a leader who can integrate theological depth, institutional competence and public credibility. The successful candidate will model servant-hearted Christian leadership, with deep integrity and spirituality; bring business competence and sound judgement; demonstrate understanding of and credibility amongst the evangelical community; and have the particular gifting needed to lead and grow a diverse, intercultural academic community in a time of significant change.

Key responsibilities

- Lead a Christian community whose vocation is theological education around a shared and owned vision, rooted in LST's mission, values, evangelical identity and commitment to forming disciples, resourcing churches and impacting society.
- Provide spiritual leadership for the School, leading by example and ensuring that LST's commitment to theological education is complemented and enriched by spiritual formation, worship, prayer, pastoral care and the life of a Christ-centred community.
- Lead LST in a way that enables communal discernment of God's

guidance and models humility, integrity and servant leadership.

- Ensure that the experience, voice and formation of students remain central to LST's life and decision-making, across residential, commuter, part-time and online modes of study.
- Foster a thriving and inclusive learning community, demonstrating cultural intelligence and intercultural awareness, and enabling students, staff, churches and partners from diverse ethnic, cultural, national and denominational backgrounds to flourish.
- Lead the implementation of actions arising from the OfS assessment outcome on Taught Degree Awarding Powers, ensuring that the School's academic governance, quality assurance and regulatory systems remain robust and effective.
- Provide organisational leadership, working with the Executive Team to give clear but caring direction, clarity on what is expected of people, and support for individuals and teams to work together as one cohesive body with a genuine sense of Christian community.
- Work closely with the Board of Trustees to provide clear strategic leadership, accountability and assurance in relation to governance, risk, resources, regulatory compliance and the delivery of LST's mission.
- Own the delivery of LST's current strategic priorities and work with the Board, Executive Team and wider community to shape the next phase of institutional strategy.

- Provide business leadership, working with the Executive Team to manage a significant organisation to high standards within challenging financial times, including increasing student recruitment, income generation, careful stewardship of resources, effective use of the estate and meeting key regulatory requirements.
- Work with the Executive Team and Director of Finance to improve LST's financial sustainability, including saving on operating costs while maintaining the quality of the student experience, the strength of academic provision and the cohesion of the LST community.
- Provide academic leadership, working with the Academic Dean, Faculty and Academic Board to ensure the appropriateness, quality and sustainability of LST's academic programmes both now and for the future, and the recruitment, academic success and progression of students to the highest standards.
- Support the development of LST's research culture and strategy, working with the Head of Research and faculty to strengthen research excellence, encourage high-quality scholarship and sustain LST's contribution to theological research, the Church and wider society.
- Act as lead ambassador for the School across the wider Church and theological education sectors through speaking engagements, media work and writing, building and maintaining strong relationships with churches, alumni, donors, peer institutions, sector bodies and key academic, validating and regulatory partners. Play a significant role in fundraising, donor engagement and alumni relations, supporting agreed plans and campaigns and helping to energise LST's networks.



Person specification

Essential criteria

The successful candidate will demonstrate the ability to excel in, and integrate, the following:

- Alignment with LST, its beliefs, mission and values, including enthusiastic commitment to LST's evangelical doctrinal statement and the kinds of Christian work in which LST and its alumni are engaged.
- Spiritual leadership through guidance, teaching, inspiration, encouragement, pastoral wisdom and personal example, including the ability to lead LST in communally seeking God's guidance and modelling godly servant leadership.
- Managerial leadership, both strategic and day-to-day, in a complex environment of LST's size, mission and operating context.
- Strategic leadership and management of change and growth, including implementation of agreed priorities while remaining agile and innovative in the further development of strategy.
- Leadership and development of an academic institution engaged in outstanding theological training and research.
- Either a PhD, ideally in Theology or a related discipline, or an alternative basis for demonstrating ability to lead an institution such as LST.
- Commitment to academic excellence rooted in Scripture, and to theological education that forms students for ministry, vocation, service and thoughtful Christian engagement with the world.
- The ability to operate effectively in the environment of a UK Higher Education institution engaged in theological training, including quality assurance, academic governance, meeting regulatory expectations, and working fruitfully in relation to the changing UK church landscape.
- Financial literacy and business acumen, including experience of managing budgets, interpreting accounts, understanding financial sustainability, and contributing to or developing business cases.
- The ability to line-manage senior colleagues, delegate appropriately, hold others to account, and oversee delivery through the Executive Team and other senior colleagues.
- Representative leadership, including the ability to present LST credibly and effectively to others.
- Cultural intelligence and intercultural awareness, including the ability to lead across differences of ethnicity, culture, nationality and church tradition.
- Commitment to student-centred leadership, including the ability to understand and respond to the needs of residential, commuter, part-time and online students.
- Excellent communication skills, including the ability to speak, preach and teach effectively, write well, and communicate institutional direction clearly to internal and external audiences.



Desirable criteria

The successful candidate may also bring:

- A strong and continuing record of research in Theology or a related discipline.
- Experience of Higher Education leadership, ideally in the UK and in a context relevant to LST, such as theological education or ministry training.
- Experience of improving student recruitment and/or successful market-facing programme development.
- Training in Christian ministry, either for ordination or other Christian service.
- Training in leadership, management or administration, such as an MBA, formal leadership development or significant in-service training.
- Experience of successful fundraising, donor engagement, alumni relations or external ambassadorial work.
- Experience of international engagement, including links with global theological, academic, church or mission networks.



Terms of appointment

Salary: Commensurate with the seniority of the role.

Holidays: 27 days per annum plus public holidays. LST is closed between Christmas and the New Year and this is given as additional leave.

Pension: Eligible to join the School's pension scheme (5% employer's contribution).

Additional benefits include life assurance, sick pay after qualifying period, free onsite parking and discounted meals.

Occupational requirement: There is an occupational requirement for the postholder to be a practising Christian in accordance with the Equality Act 2010: Part 1, Schedule 9.

It is a condition of employment that the postholder sign annually LST's Doctrinal Basis and maintain the key values outlined in its Ethos Statement.

All successful candidates must have the right to work in the UK.

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.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the London School of Theology on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **23 July 2026**.

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.





LONDON SCHOOL OF THEOLOGY



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