



OAK  
HILL  
COLLEGE

# College Council

Recruitment Pack

March 2026

# Oak Hill College Council

## Recruitment Pack

## The College

Since 1932 Oak Hill has been training people for gospel ministry and it continues to play an important role in training men and women for Christian ministry in the UK and beyond, as it outworks its purpose, which is to see the church flourish.

As our centenary approaches in 2032, our goals remain the same while our context has changed dramatically. Pressures affecting the continued delivery of our ministry are increasing with the shifting landscape of the UK church, national cultural trends, the rise of IT and AI, changes within higher education and the picture of global Christianity. This is an important strategic moment for Oak Hill, which must respond to these challenges effectively if it is to continue to play an important part in the work of the gospel. The Oak Hill College Council plays a central role in steering the College through these challenges.

This has begun under the leadership of the College Principal, Revd Dr James Robson. In the last 12 months, the college has moved its degree-awarding body to Durham University, has launched an online Foundation Programme to help those who are unable or not yet ready to embark on a full university degree, has refreshed its part-time programmes, launched an MA in Contemporary Christian Leadership and expanded its range of one-off events.

The college leadership team's 'Vision for Growth' sets out three strategic priorities for the next two years:

- Broadening the reach of the college whilst retaining the core
- Pioneering rich community in varied-modes of learning so that we are a place where people love to learn alongside each other and become more Christlike as they do
- An optimised, efficient, motivated high-performing infrastructure (people, place and technology) serving students with excellence and sustainability

We outwork these through [our approach to teaching and learning](#) and our shared working values which look to reflect the kind of culture we believe enables gospel-hearted ministry, deep learning and healthy team life. These are what we long to see within our college community and reflected to those we serve and are:

- Humble
- Collaborative
- Trustworthy
- Innovative
- Gracious

We welcome interest from candidates who are passionate about serving the ministry of Oak Hill in such a context, and have the wisdom, time and skills to play a part in it.

## The Council

Oak Hill is part of the Kingham Hill Trust – a charity which was founded in the early twentieth century by Christian politician and philanthropist, Charles Baring Young. (The charity also used to operate Kingham Hill School in Oxfordshire, which is now part of the Dean Close Foundation.)

Governance of Oak Hill is the responsibility of the College Council. This body represents the breadth of experience and expertise required for balanced oversight of all areas of college life. Some members of the Council are also trustees of the Kingham Hill Trust.

Together, the Council members seek to address strategic challenges and opportunities faced by the College, and support the Principal and senior staff in their executive leadership.

Current strategic issues facing the Council:

- **Student intake:** attracting more students to the college and from different church backgrounds. Historically, the majority of our students were Church of England ordinands but now they account for only 20% of our student body.
- **A competitive landscape:** responding to an increased range of options for those wishing to pursue theological study for the purposes of Christian ministry
- **Residential and distance learning:** developing the flexibility of the courses Oak Hill offers
- **Financial sustainability:** stewarding the College's resources and its ongoing financial health

## Role Profile

Oak Hill exists to see faithful, gospel-hearted ministry grow across the breadth of the UK and beyond. Members of the Council must be excited by and passionately committed to this vision.

Membership of the Council represents an opportunity to play a central role in the strategic direction and development of the College and its ministry, and candidates need therefore to have a keen interest in such discussion, bringing an awareness of context and factors affecting Oak Hill.

Finally, each Council Member brings their own relevant expertise and experience to bear on issues facing the board.

The Council is particularly interested to explore discussions with candidates who:

- Bring contacts with networks that would be new for the college – Anglican and non-Anglican
- Bring significant gifts in strategy, people and culture, finance, property or marketing
- Have experience in the development of part-time, digital and distance learning programmes

We are committed to building a Board that reflects the diversity of the communities we serve and particularly welcome expressions of interest from women, people from Global Majority Heritage communities, and individuals from a broad range of class, career, and life experiences.

# Time Commitment

## *Council Meetings*

The Council meets three times a year at the college, once each academic term. Two of these meetings run from 11am – 4pm. The final meeting involves an overnight stay covering an evening and the following morning, usually a Tuesday to Wednesday.

## *Expectations*

However, we encourage Council members to invest more time, in order to ‘get under the skin’ of the college, and thereby be able to make well-informed contributions.

Alongside termly board meetings, Council Members usually have other responsibilities for specific areas for development. This can include membership of a subcommittee, or close working with a member of staff on a particular area of college operations.

All Council Members will:

- Be committed to understanding and promoting the vision and work of the College
- Regularly pray for the College’s ministry
- Be available to attend the Council meetings, other than in exceptional circumstances
- Be able to sign our Statement of Faith

Council members are appointed for terms of 5 years and may be invited to serve more than one term. Appointments are approved by the Kingham Hill Trust.

# Next Steps

To find out more and begin a conversation, email [secretary@kht.onmicrosoft.com](mailto:secretary@kht.onmicrosoft.com), who will send an expression of interest form.