



## Cliff College | Trustee Role Profile

### About Cliff College

Cliff College is a small, specialist evangelical theological college within the Methodist Church in Britain, committed to equipping people for mission, ministry, and discipleship. Through undergraduate, postgraduate, and research programmes, as well as short courses, the Cliff Year, and global partnerships, the College aims to equip and inspire active Christian disciples of Jesus to be ambassadors of joyful news.

Cliff is governed by the Cliff College Committee, which serves as the managing trustees of the College on behalf of the Connexional Council.

**Role Title:** Trustee (Member of the Cliff College Committee)

**Time Commitment:** Approximately 6 meetings per year (3 in person & 3 online), including preparation time and occasional advisory group involvement

**Term:** Usually 3–6 years (one or two terms)

**Location:** Meetings are held at the College (Derbyshire), Methodist Church House (London) and online

### Purpose of the Role

Trustees of Cliff College provide strategic leadership, oversight, and accountability for the mission, ministry, and educational provision of the College. Trustees ensure that the College fulfils its charitable aims, operates safely and effectively, maintains academic and organisational quality, and remains faithful to its evangelical and Methodist heritage: fulfilling its core purpose of inspiring and equipping ambassadors of joyful news.

### Key Responsibilities

Trustees collectively are responsible for:

#### Strategic Leadership

- Setting and reviewing the College's vision, mission, and long-term strategy.
- Ensuring alignment between the College's theological ethos and its programmes, partnerships, and public witness.
- Monitoring organisational performance, quality of academic provision, and student experience.

#### Governance & Compliance

- Ensuring compliance with charity law, company law, Methodist governance requirements, and regulations affecting higher education providers.
- Overseeing risk management processes and ensuring effective internal controls.
- Monitoring financial sustainability, approving budgets, and ensuring robust financial oversight.



- Ensuring that safeguarding, Prevent, health & safety, data protection, and equality duties are fulfilled.

#### **Oversight of Senior Leadership**

- Supporting and constructively challenging the Principal and College Council.
- Ensuring healthy leadership and organisational culture and appropriate staffing structures.
- Participating in appointment, disciplinary and HR processes as required.

#### **Representation & Advocacy**

- Acting as ambassadors for the College within church, academic, and professional networks.
- Maintaining constructive relationships with the Methodist Church, validating partners (e.g., University of Manchester), and external stakeholders.
- Contributing specialist insight in areas such as academic quality, mission and ministry training, student life, or organisational management.

#### **Priority Areas for Current Recruitment**

We are particularly seeking candidates with experience in:

##### **Financial Oversight**

Experience in organisational finance, budgeting, audit processes, or interpreting financial performance to inform strategic decision-making.

##### **Property & Estates Management**

Including facilities, capital projects, compliance, estates strategy, sustainability.

##### **Technology**

Digital infrastructure, IT strategy, information systems, cybersecurity, digital transformation.

##### **Legal Expertise**

Especially in charity law, company law, higher education regulation, safeguarding, or data protection.

##### **Higher or Theological Education**

Knowledge of higher education or theological education environments, including academic quality, programme development, student experience, and the wider regulatory and sector context.

*We continue to welcome applications from candidates with broader governance, education, ministry, or organisational leadership experience (see person specification).*

#### **Commitment to Diversity**

Cliff College welcomes applications from people of all backgrounds. We especially encourage applications from those under-represented in governance roles, and from individuals bringing fresh perspectives to mission, ministry, and theological education.

For further information about Cliff College, please visit: [www.cliffcollege.ac.uk](http://www.cliffcollege.ac.uk)



## Person Specification

### Essential Qualities

All trustees should demonstrate:

- Commitment to the mission, values, and theological ethos of Cliff College and willingness to actively participate in the College's life of Christian discipleship.
- Understanding of — or willingness to learn — the Methodist and higher education governance context.
- Strategic thinking, sound judgement, and the confidence to support, challenge, and hold senior leaders to account.
- Integrity, independence of thought, confidentiality, and strong communication skills.
- Ability to work collaboratively and constructively as part of a diverse board.

### Desirable Skills and Experience

We welcome applications from individuals with skills in any of the following categories:

#### Board & Organisational Leadership

- Higher Education, theological education, and familiarity with Methodist Church structures/CPD.
- Governance, regulatory compliance, and charity/HE legal frameworks.
- Strategic planning, policy development, and effective change management.
- Risk management and organisational assurance.
- Stakeholder engagement and monitoring/evaluating quality of provision.

#### Financial Oversight

- Accounting and financial management
- Budgeting and forecasting
- Audit and risk oversight
- Strategic insight - linking financial performance to overall strategy
- Insurance / organisational assurance

#### People, Culture & Community

- HR, employment relations, and staff leadership/supervision.
- Equality, diversity, inclusion, and fostering a healthy organisational culture.
- Health, safety, and wellbeing responsibilities.
- Mediation, conflict resolution, influencing, and negotiating skills.

#### Technical & Specialist Expertise

- Academic leadership
- Student welfare & safeguarding (including Prevent)
- Law (company, charity, regulatory, HE)
- Environmental / sustainability
- Estates & property management
- Technology / digital transformation
- Marketing, communications, or media



- Fundraising or development