

Faculty - Leadership

Langley, BC

MB Seminary comes alongside men and women to educate, equip, and disciple them for life and ministry centred on Jesus and the Bible. MB Seminary is a Canadian ministry with an international reach and is a Mennonite Brethren ministry with multi-denominational relationships.

The faculty member contributes to the mission of MB Seminary in three key areas of involvement: teaching, research/publication, and community service. Faculty members engage in teaching that is pedagogically engaging and effective, in research and publication that balances contributions to scholarship in particular disciplines as well as to professional or popular literature, and in serving various institutional, academic, denominational and local communities in ways that are helpful.

Faculty are scholarly and caring professors who continually grow their knowledge in their areas of expertise and masterfully help others understand theological and practical implications for their lives and expressions of ministry.

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Accountability:	Academic Dean
Position Type:	Full or Part-Time, Permanent
Hours:	Flexible, negotiable with employer
Travel:	As required
Hybrid Option:	Yes

Key Areas of Focus - Leadership

MB Seminary is seeking an experienced and recognized evangelical-Anabaptist leader for a position in Ministry Leadership. The ideal candidate will actively integrate biblical wisdom with leadership principles to address the complexities of ministry in diverse cultural and organizational contexts. Significant pastoral experience is essential, providing the candidate with the practical insights, context, and credibility necessary to guide students in navigating the challenges of ministry leadership.

The candidate will teach courses in leadership formation and skills, community collaboration, and missional engagement, preparing students to lead churches, organizations, and ministries with integrity and effectiveness.

Possession of an earned doctoral degree in a relevant discipline is necessary for consideration.

The following descriptions indicate expectations for faculty in each of the key areas. Even though the approximate weighting for each area should be consistent among faculty, it is recognized that faculty may focus on certain areas in keeping with the goals that have been determined in consultation with and approved by the Academic Dean.

Teaching (approximately 60% of FTE allotment)

- Teaching
 - Course syllabi are developed in accordance with MB Seminary policies.
 - The creation of student learning outcomes designed to facilitate holistic transformation by acquiring knowledge, building character, developing skills, deepening spirituality, and or.
 - Creativity in learning is achieved through the implementation of appropriate and effective learning methods.
 - Course revision occurs regularly on the basis of evaluation received from students, other colleagues, and administrators within MB Seminary, as well as through ongoing research.
 - Subject matter in each course is theologically integrated by means of class content, textbook assignments, written assignments, or other means. It is focused on the person of Christ as the pattern for authentic human existence.
 - Each course is developed and taught at a graduate level that stimulates critical, integrative thinking that leads to new and/or deeper understandings and life/ministry applications.
 - Demonstrates an understanding of how a particular course fits into the overall curriculum plan for each program to which it contributes and helps to accomplish the mission and vision of MB Seminary through the integration described in the syllabus.
 - Maintaining an accurate record of grades and submitting them after the end of a course, according to the requirements in the Faculty Handbook
 - Returning assignments in a responsible and timely fashion with comments designed to assist the student in further development, and with attention given to style and format issues.
 - Marking and grading occurs in a demonstrably fair and defensible way.
 - Employing a variety of approaches for evaluating his or her own teaching.
 - Attentive to his or her personal grade analysis, seeking to ensure that good practices are being followed in the evaluation of student work.
 - Teaching in multiple formats, including in-person, online, and hybrid courses, to accommodate diverse learning preferences, needs, and strategic initiatives.
 - Teaching in various locations (national and international), such as on-campus, off-campus, and within church communities, to extend the reach of MB Seminary's programs.

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- Academic Support
 - Actively and consistently participates in academic committees to assist in the development of creative curricula and sound academic policy
 - Promotion of MB Seminary through involvement in such activities and a willingness to assist those who are inquiring about possible attendance at the seminary
 - Provides input into the long-range development of the seminary as opportunity occurs in academic meetings and other venues
 - Carefully works with other faculty in recommending students for graduation
 - Brings to the attention of the Director of Student Development those students who may be experiencing a crisis of some nature, so that there is some opportunity to help and assist
 - Follows conscientiously the procedures adopted by the Academic Council
 - Assists in recruitment and retention procedures as requested
 - Informs the Academic Dean or appropriate program chair of problems in the curriculum and suggests solutions
 - Participates cooperatively in all planned academic and other campus events (i.e. graduation, convocations, banquets, etc.)
- Mentoring
 - Active support of opportunities for spiritual expression and growth (e.g. encouraging students to publish their written work, helping them connect with others who can help them advance in their careers)
 - Visible support for the community standards, encouraging students in their personal expression of these values and in prayer for one another
 - Helps research or teaching assistants develop personally and professionally
 - Consistently demonstrating Christian integrity and treating all with respect and courtesy
 - Accessible to students for face-to-face or virtual meetings, and responds in a timely fashion to emails
- Professional Development
 - Positive participation in faculty enrichment programs, both with suggestions as to their planning and through personal, interested involvement
 - Develops and interacts with annual goals for personal professional development, integrating this with ongoing evaluation
 - Cooperatively and professionally participates in faculty evaluation processes
 - Use professional development funding to strengthen their teaching and other scholarly activities
 - Engage in the prescribed performance reviews and work with the Academic Dean to develop goals for enhancing their effectiveness as professors

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Research and Publication (approximately 20% of FTE allotment)

- Scholarly Activity
 - Research goals are set and achieved with regularity in balance with teaching assignments
 - Specific research activities such as writing projects, preparation for conference presentations, and grant proposal writing are being developed and pursued with diligence
 - Publication of research results is occurring with some regularity, either in print (with some attention to reputable, peer-reviewed journals) or through academic and professional conference presentations or some other public venue
 - Students are being assisted through the research which the faculty member is pursuing (i.e. thesis topics, graduate research essay ideas, etc.)
 - Churches or church-related organizations are being assisted through consultation or other expressions of leadership related to the faculty member's expertise
 - Functioning like a bridge between the seminary and the church that enables the seminary to learn more about the religious experiences of a particular faith group, and a particular faith group to learn pertinent observations from the research of those in the seminary
 - Explores issues of integration between faith and their fields of expertise
 - Demonstrates a self-conscious, articulated philosophy for integration, which is being worked out consistently in teaching and practice of discipline
- Professional Development
 - Subscribes to and reads scholarly journals pertinent to particular areas of research and teaching.
 - Maintains membership, and participates actively in at least one academic society pertinent to research and teaching areas, and if possible a professional development organization related to teaching areas. Active participation includes regularly attending society events, presentation of papers, and possibly involvement in leadership.

Community Service (approximately 20% of FTE allotment)

- Church/Community
 - Demonstrates a love for Christ's church through personal commitment in service and ministry
 - Actively involved in church ministry when able through teaching, leading, preaching, consultation, etc.
 - Participates when possible in the seminary's non-GTE activities (e.g., Navigate, devotionals, etc.)

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- Active and positive engagement in provincial and national MB constituencies through participation in committees, boards, taskforces, etc., as appropriate.
- Engagement with, and participation in, inter-denominational and non-faith-based organizations, as appropriate.
- Active involvement in the advancement, recruitment, and promotional activities of the seminary.

Qualifications, Experience, and Personal Attributes

- Earned terminal degree (PhD or DMin) in an applicable discipline.
- Credentialed and in good standing with a provincial MB conference.
- Personal and vibrant Christian faith, healthy and active participation and membership in an MB church.
- Commitment to MB Seminary’s mission, vision, values, and strategic goals, and annual agreement to the MB Seminary Community Covenant and the Canadian Mennonite Brethren Confession of Faith.
- Commitment to personal and professional integrity, positive reputation in the community, and a pleasant personality with a positive and friendly attitude amid a busy and complex atmosphere.
- Three years of graduate level teaching experience preferred.
- Strong organizational, verbal, and written communication skills. Attention to detail and ability to multi-task is required.
- Strong computer skills are required. Working knowledge of Microsoft Office and other related computer software.
- Adaptable to changing circumstances when necessary.
- Strong organizational and time management skills, able to work independently and interdependently. Proven ability to meet deadlines.
- Approachable, humble, patient, team player, open to constructive criticism, good sense of humour.

Supports and Benefits

- Computer, office space, and all necessary administrative supplies are provided.
- Remuneration, vacation allowance, and professional development based on experience.
- Enrolment in the CCMBC benefits package and pension program, per policy.

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Limitations of Authority:

- Annual budget.
- Any and all limitations of policies.
- Limitations of legal and regulatory authorities.

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