Northwestern University, ranked 10th overall in the 2019 *U.S. News & World Report* Best Colleges ranking of National Universities, invites nominations and applications for the position of University Chaplain and Executive Director for Religious and Spiritual Life.

Introduction to Northwestern University

A private institution founded in 1851, Northwestern University is recognized nationally and internationally for the quality of its educational programs at all levels. Innovative teaching and pioneering research take place in a highly collaborative, diverse, and interdisciplinary environment that combines the resources of a major research university with the affections and individual attention of a small college.

More than 21,000 full- and part-time students are enrolled on Northwestern’s lakefront campuses in Evanston and Chicago, as well as Doha, Qatar. Almost 8,500 undergraduates study at the University's main campus in Evanston. The University's 3,300+ full-time faculty members range from MacArthur Fellowship recipients to Tony Award winners. In their ranks are members of the National Academies of Sciences, Engineering and Medicine, the American Academy of Arts and Sciences, and numerous other honorary and professional societies.

Northwestern's 260,000+ alumni include Supreme Court justices, Nobel and Pulitzer Prize laureates, governors, Academy Award–winning actors, college presidents, and leaders in law, science, medicine, and media.

Religious and Spiritual Life

The primary mission of Religious and Spiritual Life is to support the quest for meaning and purpose through exploration, practice, and growth in our religiously diverse and inclusive communities.

Since the appointment of the first University Chaplain at Northwestern in 1946, the chaplaincy has undergone an evolution from Protestant Christian expression, reflecting the roots of its founding, to a Religious and Spiritual Life program that is responsive to the diversity of religious and spiritual traditions represented at the University. In its early iteration, the programmatic focus of the University Chaplain was to offer worship services,
including excellent preaching and music; pastoral care and counseling; and teaching classes in religion. The gift of the Alice Millar Chapel and Parkes Hall in 1962 provided a setting for worship and programming befitting the Protestant Christian roots of the institution. In the mid-1990s a student group called the Northwestern University Council of Religions formed with the goal of promoting interfaith dialogue and engagement. Subsequently, interfaith living-learning residences and Associate Chaplains were hired from other religious and spiritual traditions to expand the program beyond its Protestant roots. Affiliated campus ministries were also established to support other religious and spiritual practices on campus. The programmatic reach of the current Religious and Spiritual Life program includes worship; musical events and concerts; pastoral care; social justice engagement; service to the campus and wider Evanston community; leadership in public discourse at the intersection of religion and society; and participation in University celebrations such as Commencement.

**Role of the University Chaplain and Executive Director for Religious and Spiritual Life**

This is a key moment of leadership transition and the new University Chaplain and Executive Director of Religious and Spiritual Life will play an important role in helping the University define the structure, role and place of the department in the lives of students, with faculty and staff at Northwestern, and within the Evanston and Chicago communities. The University is seeking in its new University Chaplain and Executive Director an individual who will bring energy, vision and focus for how to situate the chaplaincy and the department in a way that advances the university pillars: Discover, Integrate, Connect and Engage.

The responsibilities of the University Chaplain and Executive Director fall into three broad categories:

**Providing Leadership for the Department of Religious and Spiritual Life**

The University Chaplain and Executive Director will play a leadership role in guiding the department of Religious and Spiritual Life as it evaluates and implements the recommendations of the 2017-2018 Program Review. An important component of this work will be guiding the department through the development of a new vision and strategic planning process that articulate the place of Religious and Spiritual Life at the University.

The University Chaplain and Executive Director will bring management expertise to the unit and identify and implement strategies to ensure a collaborative working environment for staff, strengthen morale, and foster a culture of teamwork and mutual support.

The University Chaplain and Executive Director will actively cultivate strong and effective partnerships with Campus Religious Centers (Canterbury House, Hillel, Lutheran Campus Ministry, Sheil Catholic Center, and University Christian Ministry) as well as with the other departments within Student Affairs including Student Engagement: Campus Life (Fraternity and Sorority Life, Leadership Development and Community Engagement, and
Student Organizations and Activities), Campus Inclusion and Community (Multicultural Student Affairs, Social Justice Education, and Student Enrichment Services). To be successful, these relationships, and others across the University, will require establishing clear expectations, effective communication, active engagement, and mutually beneficial alliances.

**Overseeing Program Development, Implementation and Administration**

Working with the Religious and Spiritual Life team, the University Chaplain and Executive Director will develop interfaith and multifaith programming and implement a full range of community worship experiences for those who are religious, non-religious, and seeking meaning through spiritual exploration and practice. The University Chaplain and Executive Director works collaboratively with units across campus to develop activities and programs that effectively engage student, faculty, staff, alumni, and community members. The successful candidate will build upon the success of existing, well-regarded programs such as the worship services, the Alice Millar Choir, 40 Days, the Spirituality Reading Series, and Northwestern University Interfaith Initiatives to generate vibrant student engagement.

The University Chaplain and Executive Director will establish and maintain effective collaborative working relationships with student leaders, religious student organization advisors (of over 40 registered students clubs and organizations), Student Affairs, Academic Affairs, and campus service departments in order to provide a holistic and balanced student activity and involvement program that complements and supplements the mission of Student Engagement while advancing the mission of Religious and Spiritual Life.

**Providing Pastoral Care**

The University Chaplain and Executive Director, along with chaplaincy staff, will be responsible for programming worship services in Millar and Vail Chapels, and for Jumu’ah, Friday prayers for the Muslim community. This will include writing and performing weekly worship services, assisting with music coordination, and, as needed, performing life events for congregation members, alumni, and campus community members.

The University Chaplain and Executive Director will provide pastoral care, support, and guidance to those who are in crisis or in need, and will serve as the primary after-hours on-call liaison for the University’s community of students, faculty, and staff. Also, coordination and participation of on-call crisis response is expected.

The University Chaplain and Executive Director officiates in, and provides support for, university-wide events, such as Convocations, Baccalaureate, and Commencement, and represents Religious and Spiritual Life on divisional and campus initiatives where appropriate, such as the Martin Luther King Commemoration and One Book One Northwestern planning committees.
Reporting Relationship

The University Chaplain and Executive Director of Religious and Spiritual Life reports directly to the Assistant Vice President for Student Engagement. This position serves as a member of the Student Engagement Leadership Team.

Qualifications

The successful candidate will have strong knowledge of and evidence of success in utilizing principles and practices that contribute to and develop a sense of community, purpose and meaning among students. This individual must demonstrate a broad understanding of the roles these areas of responsibility play in supporting the pillars of Northwestern University’s strategic plan; connection, engagement and integration, through the learning vehicles of student organizations, worship, programming, leadership, and crisis intervention.

Additionally, the individual selected will have an understanding of the local, national, and global landscape regarding interfaith, multifaith, non-religious and spiritual practices, and have an understanding of the impact these issues and affiliations have on the student learning experience.

The University Chaplain and Executive Director will bring to the University the gravitas to provide leadership in moments that span celebration and crisis to the community, while also having the interpersonal skills to be sensitive to highly emotional personal situations where discretion, empathy, and good judgment are required.

The successful candidate will possess excellent supervisory skills, strong fiscal management experience, communication skills, strategic planning experience, organizational advising, and innovative use of technology. Candidates will have a commitment to outstanding community development and support in a student affairs setting in higher education, and a proven record of staff development and a demonstrated ability to foster teamwork.

The University Chaplain and Executive Director must possess a passion for the development of college students, as well as faculty and staff in a campus environment, exhibited in the day-to-day operations of the facilities and the varied work schedule requirements including on-call, nights, and weekends. The successful candidate must be dynamic, energetic, creative, forward-thinking, a problem-solver, committed to a collaborative team approach in order to accomplish the missions of Religious and Spiritual Life as well that of the division of Student Affairs.

Specific Qualities and Experiences

The successful candidate will have a Master of Divinity degree from a member seminary or divinity school recognized by the Association of Theological Schools or an equivalent
advanced degree in theology or religious studies from an accredited college/university. A PhD is strongly preferred.

Must be ordained in a recognized denomination or have license or certification in addition to the following:

- A minimum of ten years of relevant experience in an academic community and/or relevant experience working with young adults to nurture communities of faith
- Experience supervising professional staff at varying levels as well as students
- Demonstrated experience in program development, including contract negotiations with outside vendors, speakers, and programming groups
- Demonstrated experience with student organization advising, training and financial management
- Excellent written and oral communication skills and demonstrated strategic planning experience
- Demonstrated ability to function in a way that is intentional and reflective
- Proven competence in managing multiple tasks and competing priorities
- Demonstrated commitment to continued personal and professional development
- Understanding of educational environments at highly selective institutions like Northwestern University is preferred
- Available to serve in an on-call capacity, and to work some evenings and weekends

**Preferred Professional Affiliations**
Involvement with: ACURA, NACUC, NASPA, ACPA

**Position Details**
Status: Full Time
Salary: Compensation commensurate with experience

**Application and Nomination**

Review of candidates will begin immediately and continue until the position is filled. For full consideration, please send all confidential nominations, inquiries, and expressions of interest by February 8, 2019 to Sage Search Partners: Paula Fazli, Managing Partner, and Kate Salop, Partner at: northwesternchaplain@sagesearch.com Application materials should include a letter of interest, a CV, and a list of three (3) references. No references will be contacted without the candidate’s permission.

*Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women, racial and ethnic minorities, individuals with disabilities, and veterans are encouraged to apply. Hiring is contingent upon eligibility to work in the United States.*

Visit the Northwestern University website at www.northwestern.edu