# FAITH THEOLOGICAL SEMINARY

## A Unique Opportunity for Ministry and Executive Leadership

**Position:** Assistant Pastor | Professor of Theology/Biblical Studies | Chief Operating Officer (COO)
**Location:** Catonsville, Maryland
**Employment:** Full-Time
**Application Deadline:** March 31, 2027

**Compensation and Benefit Package:**

- Competitive Full-Time Salary
- Health Insurance Benefits
- On-Campus Housing Provided

## About Faith Theological Seminary

Faith Theological Seminary (FTS), located in Catonsville, Maryland, is a Christ-centered theological institution committed to preparing men and women for faithful biblical ministry and service.

Founded in 1937, FTS has a longstanding commitment to biblical authority, sound doctrine, theological education, and the preparation of Christian leaders.

Our mission is:

*To equip disciples to proclaim Christ to all the world.*

FTS is seeking a spiritually mature, academically qualified, and administratively capable individual to serve in a unique leadership capacity combining pastoral ministry, theological instruction, and executive administration.

## Position Overview

The successful candidate will serve in a threefold capacity:

### 1. Assistant Pastor

Working alongside the Senior Pastor of Grace Bible Baptist Church, the Assistant Pastor will provide pastoral leadership, biblical instruction, discipleship, and ministry oversight. Responsibilities will include preaching and teaching, pastoral care, leadership development, and assisting with the overall spiritual ministry of the church.

### 2. Professor of Theology/Biblical Studies

The Professor will contribute to the academic mission of Faith Theological Seminary through graduate-level instruction, curriculum development, student mentoring, and academic scholarship. The individual will teach courses within his area of expertise and help maintain the Seminary's commitment to rigorous biblical and theological education.

**3. Chief Operating Officer (COO)**

The COO will provide executive oversight and leadership for the Seminary's day-to-day operations. Working collaboratively with the President and Chief Academic Officer, the COO will help ensure that institutional operations are effective, accountable, and aligned with the Seminary's mission and strategic objectives.

Primary responsibilities will include:

- Overseeing daily institutional operations and administrative functions.
- Coordinating departmental activities and personnel.
- Assisting with strategic planning and institutional development.
- Supporting accreditation, institutional effectiveness, and compliance initiatives.
- Providing oversight and coordination of operational budgets and resources.
- Strengthening enrollment, recruitment, and student services initiatives.
- Developing administrative policies, procedures, and organizational systems.
- Promoting effective communication and collaboration among faculty, staff, administration, and church leadership.

## Required Qualifications

The ideal candidate must demonstrate the following:

1. **Academic Credentials:** An earned Ph.D. in Theology, Biblical Studies, or a closely related theological discipline from a recognized and appropriately accredited institution.
2. **Theological Convictions:** Firm Baptist convictions and a clearly articulated commitment to dispensational theology.
3. **Biblical Commitment:** A strong commitment to the authority, inspiration, inerrancy, and sufficiency of Scripture.
4. **Pastoral Experience:** Demonstrated experience in pastoral ministry, preaching, teaching, and spiritual leadership.
5. **Academic Experience:** Demonstrated ability to teach and mentor graduate-level theological students.
6. **Administrative Leadership:** Proven organizational, managerial, and executive leadership abilities.
7. **Personal Character:** A mature Christian testimony, spiritual integrity, humility, and a demonstrated commitment to servant leadership.

## Preferred Qualifications

Preference will be given to candidates who possess:

- Previous experience teaching at the seminary or graduate level.
- Experience in senior church or ministry leadership.
- Previous executive or administrative leadership experience.
- Familiarity with theological accreditation and institutional assessment.
- Experience in strategic planning, budgeting, personnel administration, and organizational development.
- A demonstrated ability to work collaboratively with pastors, faculty, administrators, and governing boards.

## Personal and Ministry Expectations

The successful candidate will demonstrate a genuine love for Christ, His Church, and theological education. He will be committed to maintaining doctrinal integrity, cultivating a healthy Christian institutional culture, and preparing future generations of Christian leaders.

The candidate must be able to integrate pastoral ministry, theological scholarship, and practical executive leadership in a manner that advances the mission of Faith Theological Seminary.

## Application Process

Interested candidates should submit the following materials:

1. A current curriculum vitae or professional resume.
2. A personal statement of faith and Christian testimony.
3. A doctrinal statement outlining Baptist convictions and dispensational theology.
4. Copies or documentation of earned academic degrees.
5. A summary of pastoral, academic, and administrative leadership experience.
6. Three professional or ministry references.

Applications and inquiries should be directed to:

**Dr. Jerry R Harmon**
President, Faith Theological Seminary
1518 N. Rolling Road
Catonsville, Maryland 21228

**Email:** j.harmon@ftscatonsville.org

**Application Deadline: March 31, 2027**

All applications will be treated with appropriate confidentiality.