

Person Specification Benefice of Beadnell, Ellingham and North Sunderland

Please find below details of the experience and personal qualities required to carry out this role fully and well. For the purposes of recruitment, these have been split into those areas which are essential and those which are desirable and can be developed over time. It is important in your application, that you provide evidence of how you meet each of the essential requirements.		
Area of experience/personal quality	Essential	Desirable
Theological Training and Development	• Ordained priest within the Church of England or in a Church in communion with it or a Church whose orders it recognises; • Completion of initial ministerial education; • A commitment to continuing theological development; • Able to provide theological leadership and framing to diocesan life and projects.	
Vision for Mission and Ministry and Engagement with community life and public issues	• An engaging and effective preacher, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead worship and prayer in a thoughtful and inspiring manner; • Inclusive, able to create a shared vision for mission and ministry. • Strong understanding of how to build communities; • Experience of transformative community engagement; • Able to work in partnership and build strong networks and relationships with secular partners. • Interest in rural affairs and the issues that face remote communities	• Experience of working in multi-church parishes or multi-parish benefices. • Experience of living in a rural location • Experience of being a charity trustee eg of a youth project or hostel/ retreat centre
Helping others Flourish	• Strong leader with appropriate sense of authority; • Able to lead and deliver through others;	

	• Sensitive and compassionate; • Able to manage complexity and change; • Ability to spot potential for the growth of gifts and skills in others. • Energetic and creative around reshaping ministry – lay and ordained.	
Management of resources and structures	• Able to use Microsoft office and/or other IT software; • Knowledge of Parish finance /governance frameworks and systems and how risk is managed; • Good organisational skills, able to pay attention to detail; • Able to make things happen.	• Good use of social media • Appropriate use of technology in worship
Leadership	• Able to lead and deliver collaboratively, releasing the gifts of others; ability to inspire; • Warm, open and compassionate; • Approachable, willing and able to participate fully in the life of the community; • Strong sense of self; • Able to demonstrate an understanding of the challenges faced by rural communities. • Able to lead on culture change towards an ever safer church for all.	
Working with others	• Able to work collaboratively: a team leader who can establish, develop a lead a team of lay and ordained minister; • Able to delegate to lay and clergy colleagues; • Good listening skills; • Able to work with and alongside people of different disciplines and faiths, giving and receiving respect.	
Other	• Safeguarding training complete and up-to-date; • Able to demonstrate tenacity and stamina;	

	• Able to drive and with access to a motor vehicle for work purposes.	
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