

Person Specification for the Vicar of the North Wakefield Benefice

Summary of Job: Please read the Benefice Brochure, Parish Profiles and Role Description for a description of this post.

The selection of candidates for short-listing will be based on this specification which should be read in the light of the Brochure, Parish Profiles and Role Description and applicants should bear this in mind when preparing their application and completing the application form.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	Ordained Priest Anglican Ministerial Training Able to work in the United Kingdom		Application form
EXPERIENCE	<p>Experience in the typical range of ordained Church of England parish ministry</p> <p>Proven track record (however defined) of commitment to and delivery of church growth</p> <p>Extensive track record of leadership in a complex environment which empowers others and grows the confidence and gifts of God's people, including a deep understanding of and commitment to the importance of teamwork.</p> <p>Track record of inspiring vision and developing appropriate strategies</p> <p>Track record of working with children, young people and families in school and in other settings</p>	<p>Estates ministry</p> <p>Knowledge of leading/supporting building projects and the faculty system</p>	Application form and interview

TRAINING	Satisfactorily completed IME 1-7		Application form and interview
	Commitment to continuing ministerial & personal development.		
SPECIAL KNOWLEDGE	Knowledge/understanding of changing patterns of mission and ministry in the Church and enthusiasm to bring new ideas into the benefice.	Knowledge of Jesus-Shaped People programme, Leading Your Church Into Growth or other mission/evangelism programmes	Application form Interview Presentation
	Deep commitment to and understanding of Safeguarding.		
CIRCUMSTANCES PERSONAL	Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required. Own transport or workable alternative for the post's duties Able to confirm that they are living in accordance with the Code of Professional Conduct for the Clergy.		Application form and interview
LEADERSHIP & FAITH	Confident in their own faith and secure in their own identity as a Christian leader. An inspiring preacher. Committed to praying for the church, alone and with others, to discern what God is saying and doing, and to developing a culture of prayerfulness in each of the churches.	Skilled at managing change Able to apply situational leadership to a variety of contexts.	Interview

	<p>Committed to fostering an environment in which everyone, whether congregation member or parishioner, counts.</p> <p>Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration.</p> <p>Able and willing to work with schools.</p> <p>Able to access appropriate resources to sustain and refresh their own faith and spiritual life.</p> <p>Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.</p> <p>Resilient.</p>		
PRACTICAL AND INTELLECTUAL SKILLS	<p>Good listening and communication skills.</p> <p>Able to lead in the parishes' stewardship of time, money and energy by example and teaching.</p> <p>Able to oversee the parishes responsibilities for buildings and finances.</p> <p>Good IT skills.</p>		Application form, presentation and interview

	<p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Competent at personal and parochial administration.</p> <p>Skilled at prioritising and managing workload.</p>		
--	--	--	--