PERSON SPECIFICATION

Incumbent

Benefice of Pannal and Beckwithshaw

PURPOSE

Shortlisting will be based on this specification, read alongside the Parish Profile and Role Description. This revised version incorporates the Diocese of Leeds template and remains subject to formal Archdeacon sign-off.

1. The person we are seeking

Above all, we are praying for a priest who loves Jesus Christ and inspires others to follow Him: someone rooted in prayer and Scripture, able to serve two distinctive churches fairly, and willing to help the whole parish grow in discipleship, mission and shared responsibility.

We recognise that no candidate will bring every possible gift. The essential criteria describe what is required for the role; the desirable criteria indicate experience that would be helpful but should not prevent an otherwise strong candidate from applying.

2. Qualities of particular importance to this parish

When considering candidates who meet the essential requirements, the parish will give particular weight to the following:

- The ability to unite and encourage two churches without erasing their distinctive identities.
- A visible, prayerful Christian faith that directs people towards Christ.
- Warm and faithful preaching that helps people grow in confidence as disciples.
- A genuine commitment to schools, children and families, together with energy for developing ministry with teenagers.
- A collaborative approach that equips lay people and builds sustainable shared ministry.
- A commitment to the Resourcing Deanery and to collaborative mission beyond the parish boundary.
- Pastoral warmth combined with the ability to discern priorities and lead necessary change.

3. Selection criteria

Area	Essential	Desirable	How identified
Eligibility and standing	• An ordained priest eligible to be licensed by the Bishop of Leeds. • Anglican ministerial training and satisfactory completion of IME 1–7, or a diocesan-confirmed equivalent. • In good standing and able to satisfy all Church of England and diocesan appointment requirements. • Committed to the doctrine, liturgy and discipline of the Church of England. • Living in accordance with the Code of Professional Conduct for the Clergy.		Application form, references and eligibility checks
Experience	• Evidence of commitment to and delivery of spiritual and numerical church growth, appropriate to context. • A record of leadership that empowers all ages and grows the confidence and gifts of God's people. • Experience of inspiring vision and developing appropriate strategies.	• Experience across more than one parish or ministry setting. • Experience of a multi-church benefice or parish reorganisation.	Application form, references and interview
Christian faith and spirituality	• A mature, evident and Christ-centred faith. • Rooted in prayer, Scripture and the sacramental life of the Church. • Able to model humility, integrity, grace and servant-hearted leadership. • Committed to personal spiritual development, reflection and healthy patterns of ministry. • Able to access appropriate resources to sustain and refresh faith and spiritual life. • Practices good spiritual, emotional, social, mental and physical self-care.	• Experience of helping a church deepen its corporate life of prayer. • A recognised pattern of spiritual direction or reflective practice.	Application form, references and interview
Worship, preaching and teaching	• Able to lead Anglican worship reverently, confidently and pastorally. • Able to preach and teach the Gospel with clarity, warmth and relevance. • Able to help people engage thoughtfully with Scripture and Christian faith. • Values the contribution of music and lay participation to worship.	• Experience of choral or traditional Anglican worship. • Experience of developing accessible worship for families and different generations.	Application form, parish visit and interview

Leadership of two churches	• A collaborative leader who listens well, builds trust and communicates clearly. • Able to honour the distinctive character of both churches while developing one shared parish identity. • Able to handle difference, competing expectations and change with wisdom and fairness. • Able to handle difficulty and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration. • Able to discern priorities and establish sustainable patterns of ministry. • A skilled facilitator.	• Experience of bringing congregations, teams or organisations together. • Experience of leading through pastoral or organisational change. • Experience of rural and suburban ministry.	Application form, references, interview and selection exercise
Mission and evangelism	• A heart for people beyond the existing congregations. • Able to communicate Christian faith naturally and confidently in the wider community. • Able to help the parish turn community contact into opportunities for faith exploration and belonging. • Open to thoughtful and appropriate new approaches to mission. • Understands changing patterns of mission and ministry and has a theological commitment to a mixed ecology of church.	• Experience of church growth, fresh expressions or new worshipping communities. • Experience of developing enquirers' courses or other pathways into faith. • Understanding of the differences and connections between rural and suburban ministry.	Application form and interview
Children, young people, schools and families	• Values children and young people as full participants in the life of the Church. • Enjoys and is confident in school and family ministry. • Able to work collaboratively with school leaders, parents, volunteers and young people. • Committed to developing ministry beyond primary-school age. • Committed to collaborating with neighbouring parishes and deanery colleagues to develop flourishing children and youth ministry within reach of every young person.	• Substantial experience of school ministry. • Experience of ministry with teenagers or young adults. • Experience of baptism follow-up or family discipleship.	Application form, parish visit and interview
Pastoral ministry	• Warm, approachable and genuinely interested in people. • Able to offer compassionate and appropriate care through celebration, illness, grief, doubt and crisis. • Demonstrates empathy, discretion, sound judgement and appropriate boundaries. • Able to develop shared pastoral ministry rather than carrying all care personally.	• Experience of training or supervising lay pastoral visitors. • Experience of care-home or bereavement ministry.	Application form, references and interview

Shared and lay ministry	• Recognises and encourages the gifts of others. • Able to recruit, equip, delegate to and support lay leaders and volunteers. • Committed to collaborative ministry and shared responsibility. • Able to encourage participation without overburdening existing volunteers.	• Experience of developing authorised or commissioned lay ministry. • Experience of volunteer development and succession planning.	Application form, references and interview
Safeguarding and inclusion	• A clear and demonstrable commitment to safeguarding as an integral part of Christian ministry. • Able to work constructively with parish and diocesan safeguarding officers. • Committed to creating churches in which children and adults are listened to, respected and protected. • Values and welcomes people from different backgrounds and stages of faith.	• Experience of helping develop a strong safeguarding culture. • Experience of inclusive or intergenerational ministry.	Application form, references, safeguarding checks and interview
Governance and stewardship	• Able to chair meetings well and work constructively with churchwardens, PCC officers and diocesan colleagues. • Understands the importance of sound governance, accountability and communication. • Able to engage responsibly with parish finance, stewardship, buildings and legal responsibilities. • Organised and able to prioritise, delegate and manage time across two churches. • Able to lead stewardship of time, money and energy through teaching and personal example. • Competent in personal and parochial administration, IT and prompt written and email communication. • Able to oversee parish responsibilities for buildings and finances. • Committed to contributing actively to the Resourcing Deanery with lay and ordained colleagues.	• Experience of financial stewardship or fundraising. • Experience of building projects, faculties or community use of church premises. • Experience of strategic planning.	Application form, references, interview and selection exercise
Personal qualities and resilience	• Prayerful, humble, dependable and emotionally mature. • Visible and approachable while maintaining healthy boundaries. • Able to work with patience, humour and grace. • Self-aware, open to feedback and willing to seek support when needed. • Able to sustain ministry amid complexity and competing demands. • Able to live and work from the accommodation provided, subject to any reasonable adaptations. • Able to travel reliably throughout the benefice, deanery and wider area using own transport or a workable alternative.	• Evidence of effective ministry across contrasting communities. • Experience of managing a demanding multi-church role.	Application form, references and interview

4. Assessment

Criteria may be assessed through the application form, references, safeguarding and eligibility checks, parish visit, interview, presentation or other selection exercises agreed with the Diocese of Leeds.

The selection process should test evidence and potential rather than simply length of experience. Candidates should not be expected to demonstrate every desirable criterion.

5. Appointment requirements

- Satisfactory references and completion of all diocesan appointment procedures.
- Enhanced DBS clearance and compliance with Church of England safeguarding requirements.
- Completion of required safeguarding and other mandatory training.
- Eligibility to reside and work in the United Kingdom and to be licensed to the role.
- Acceptance of the Statement of Particulars and any conditions applying under Common Tenure.

6. Approval and Archdeacon's sign-off

Approval	Details
Approved by PCC	8 September 2026
Approved by patrons/diocese	10 September 2026
Version	Revised diocesan-aligned draft • September 2026

Archdeacon approval	Details
Signed off by	The Ven Dr James Theodosius, Archdeacon of Richmond and Craven
Signature	
Date	

One Parish. Two Churches. One Shared Future in Christ.