

Person Specification

Benefice of Alston Moor

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	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Well placed to be TI to a curate and manage a leadership team
Vision for Mission and Ministry and Engagement with community life and public issues	<ul style="list-style-type: none"> • An engaging and effective preacher, able to work alongside others to encourage the growth of spiritual life; • Able to lead worship and prayer in a thoughtful and inspiring manner, creating a sense of shared vision; • Experience of delivering pastoral care in a Parish setting; • Able to use innovative and creative approaches to engage with and enthuse others; • Able to demonstrate a strong understanding of how to build communities; • Able to work in partnership and build strong networks and relationships with secular and ecumenical partners and other groups. 	<ul style="list-style-type: none"> • Experience of rural multi- church ministry
Helping others Flourish	<ul style="list-style-type: none"> • Energetic and creative around nurturing ministry – lay and ordained; • Ability to enable the discipleship and gifts of others, encouraging and nurturing others. • Experience of ministerial work with families, young people and 	

	children, helping to draw them into the life of the Church.	
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft office and/or other IT software; • Knowledge of Parish finance /governance frameworks and systems and how risk is managed; • Good organisation skills, able to pay attention to detail; • Able to bring forward new ideas around parish giving; • Able to prioritise time and activities to meet the diverse needs of the Parishes. • Able to manage complexity and change. 	<ul style="list-style-type: none"> • Experience of church building projects or equivalent project management
Leadership	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Experience of team leadership
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • 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, a 'bridge builder'. 	
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date; • Access to motor vehicle due to requirement to travel around rural communities. 	