

Diocese of Leeds

Person Specification

Position: Rector, The Fountains Benefice, Ripon Episcopal Area

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

| Criteria | Essential | Desirable |
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| Qualification and Training | <ul style="list-style-type: none"> • Ordained priest within the Church of England, or a church in communion with it. • Satisfactory completion of initial ministerial education. • Up-to-date safeguarding training. | <ul style="list-style-type: none"> • Evidence of in-service development. • Evidence of regular attendance at diocesan training events and study days. |
| Experience | <ul style="list-style-type: none"> • Pastorally astute in caring for, and dealing with, a wide range of individuals and groups. • Experience of nurturing the skills and talents of laity, and sharing ministry responsibility with them. | <ul style="list-style-type: none"> • Experience in a secular work environment and social engagement. • Ministerial and pastoral experience in a rural context. • Experience of broad community engagement. • Evidence of growing congregations in depth and numbers. • Experience of working imaginatively with children and young people, and of developing links with schools, and Foundation governorship. • Experience in engaging and supporting older people particularly with health needs, and those struggling through bereavement. |
| Skills and Competences | <ul style="list-style-type: none"> • Ability to lead a range of service types (sacramental to contemporary) thoughtfully, modelling prayerfulness. • Ability to draw others into faith through inspirational preaching and thoughtful communication. • Ability to minister the Sacraments reverently and joyfully. • Demonstrable ability in leading small groups, eg Bible study. • Ability to lead laity both strategically and by inspiration. • Ability to offer supportive supervision and appraisal to | <ul style="list-style-type: none"> • Competence in management skills, chairing meetings well and handling conflict wisely, where necessary. • Ability to manage change effectively, articulating and implementing a shared vision for growth across a benefice. • Demonstrate competence and creativity in IT, communication and social media. • A track record of working effectively across several parishes. • Ability to demonstrate initiatory and entrepreneurial skills. |

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| | <p>the laity and any trainee clergy (if locally assigned)</p> <ul style="list-style-type: none"> • Demonstrate aptitude for parish administration, and also in working with a parish administrator. • • Must hold a full British driving license and own a car insured for business purposes. | |
| Personal Attributes | <ul style="list-style-type: none"> • Deep personal devotion to God • Generosity of heart • Warm, outward, 'people person' • Energetic, adaptable and willing to learn from- and alongside others. • Self-motivated and able to prioritise wisely. • Can demonstrate ability for self-resourcing, spiritually, emotionally and physically. • Ability to manage a healthy work/life balance, and to ask for help when struggling. • Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy. • Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required. • Good sense of humour. | <ul style="list-style-type: none"> • Demonstrate an appreciation of various worship styles, and a readiness to explore. • Demonstrable commitment to family and other relationships. |