

Person Specification: Benefice of Walker

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
Theology and formation	<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; • A commitment to continuing theological development. 	<ul style="list-style-type: none"> • Developed theology of mission in areas of deprivation.
Vision for and delivery of ministry and mission	<ul style="list-style-type: none"> • An engaging and effective preacher and communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead worship in a thoughtful and inspiring manner; • Energetic and creative around increasing opportunities for deepening discipleship and ministry development; • Experience of and commitment to church growth; • Experience of leading a church in becoming more mission- and community-focussed. 	<ul style="list-style-type: none"> • Experience of ministry in a low income and/or multi-ethnic parish • Experience of and/or passion for work with schools.
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to engage with and build communities; • Able to work in partnership and build strong relationships with community groups. 	<ul style="list-style-type: none"> • Previous work with community development and/or voluntary organisations.
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 and ability to prioritise; • Able to make things happen. 	

Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others, encourage lay leadership and participation in all areas of parish life; • Able to share and delegate to lay colleagues; • Able to manage complexity and change. 	
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • Dynamic and willing to challenge, yet also sensitive and compassionate; • Able to manage and transform conflict; • Good listening skills. 	
Safeguarding	<ul style="list-style-type: none"> • Good understanding of safeguarding in a church context, • Safeguarding training complete and up-to-date. 	<ul style="list-style-type: none"> • Experience of using the Safeguarding Parish Dashboard and Hub