

Person Specification for the Leader of Fountains Church Bradford (BMO)

Summary of Job: Please read the Parish Brochure 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 Parish Brochure 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		Application form
EXPERIENCE	Strong track record of evangelism and pioneering church growth particularly among young adults and families Track record of recognising and growing lay and ordained leaders, and in growing the confidence and gifts of God's people Successful leadership of leaders, including ability to create healthy culture, cast vision, inspire, support and empower others. Effective manager of people as an enabler, delegator and team player and an effective line manager Experience of working well with people from a wide range of different cultures and social backgrounds Experience of urban ministry	Experience of ministry and leadership in a Resource/Resourcing church or large church Experience of church planting and / or revitalisation Experience of effective charity management and governance Experience of ministry in other faith and multicultural contexts	Application form and interview
TRAINING	Commitment to continuing ministerial & personal development. Satisfactorily completed IME 1-7		Application form and interview

SPECIAL KNOWLEDGE	Knowledge/understanding of changing patterns of mission and ministry in the Church. Understanding of Safeguarding Resource Church Leadership and church planting		Application form Interview Presentation
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 posts' duties Able to confirm that he/she is 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 Generous in giving away ministry, training and releasing other leaders Able to work collaboratively and consultatively with other churches Able to access appropriate resources to sustain and refresh their own faith and spiritual life. Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and resilient, being a positive role-model.	Skilled at managing change Able to apply situational leadership to a variety of contexts	Interview

	Committed to praying for the church, alone and with others, to discern what God is saying and doing. Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration. High level of emotional intelligence and grounded in strong value base.		
PRACTICAL AND INTELLECTUAL SKILLS	Strong preaching, teaching and communication skills Can effectively manage personal & church admin, including projects & organisations, & problem solve Able to lead in the church's stewardship of time, money and energy by example and teaching. Able to oversee the church's responsibilities for buildings and finances. Communicates clearly and effectively with clergy, staff and congregations, including by email, able to respond promptly and efficiently. Skilled at prioritising and managing workload.	Good IT skills.	Application form, presentation and interview