

Person Specification

Associate Priest, Hexham Abbey

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 to Incumbent status; • A commitment to continuing theological development; • Able to provide theological leadership and framing to diocesan life and projects. 	<ul style="list-style-type: none"> • Experience in developing and nurturing discipleship groups. • Experience in running Christian nurture courses.
Vision for Mission and delivery	<ul style="list-style-type: none"> • An engaging and effective preacher, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead worship and prayer in a thoughtful and inspiring manner; • Inclusive theologically, liturgically and socially and able to create a shared vision for mission and ministry. 	<ul style="list-style-type: none"> • Able to construct meaningful acts of worship for seasonal and specific occasions. • Experience in developing new worshipping communities. • Able to lead Choral Evensong. • A competence in/appreciation of Church Choral music, including Taize, Iona and contemporary music.
Leadership and oversight of others	<ul style="list-style-type: none"> • Strong leader with appropriate sense of authority; • Able to lead and deliver through others; • Sensitive and compassionate; • Able to manage complexity and change; 	<ul style="list-style-type: none"> • Experience of managing others.

	<ul style="list-style-type: none"> • Ability to spot potential for the growth of gifts and skills in others. 	
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to build communities; • Experience of transformative community engagement; • Able to work in partnership and build strong networks and relationships with secular partners. 	<ul style="list-style-type: none"> • Interest in rural affairs and the issues that face rural communities. • Experience of engaging with families and young people.
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around reshaping ministry – lay and ordained. 	
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 organisational skills, able to pay attention to detail; • Able to make things happen. • A good understanding of Safeguarding requirements in a Parish context. 	<ul style="list-style-type: none"> • Ability to demonstrate business acumen and an entrepreneurial mind-set.
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively: a team leader who can establish, develop and lead a team of lay and ordained ministers; • 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. 	<ul style="list-style-type: none"> • Experience of delivering projects.
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date; • Able to demonstrate tenacity and stamina; • Able to drive and with access to a motor vehicle for work purposes. • A sense of humour and enthusiasm to work as part of a large staff and volunteer team. 	<ul style="list-style-type: none"> • Experience of managing and training volunteers.