Person Specification – Rector, Parish of Bracknell

Qualifications and Training

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
- Have satisfactorily completed Initial Ministerial Education.
- Commitment to ongoing learning, reflection and ministerial development.

Experience

Essential

- Developing and communicating a clear Christian vision and enabling others to contribute to its fulfilment.
- Leading and developing teams, including the discernment and nurture of gifts in others.
- Working collaboratively with lay people and volunteers.
- Leading and managing change sensitively and effectively.
- Ministry with people of different ages, backgrounds and stages of faith.
- Developing welcoming, inclusive and family-friendly church communities.
- Pastoral ministry, responding appropriately to people experiencing vulnerability, isolation or hardship.

Desirable

- Developing intergenerational worship and discipleship.
- Working with children, young people, families and schools.
- Leading or supporting inclusive ministry for people with additional needs or neurodivergent people.
- Participation in environmental or sustainability initiatives, particularly within a church context.
- Managing paid staff.
- Working within a multi-congregational and diverse worshipping community.

Knowledge, Skills and Competencies

Essential

- Commitment to the highest standards of safeguarding and to promoting a culture in which safeguarding is everyone's responsibility.
- A mature and growing Christian faith, rooted in prayer, scripture and worship.
- A commitment to the parish vision: **Called Together to Make Christ Known**.
- An engaging and thoughtful preacher, able to communicate the Gospel clearly and relevantly.
- Strong communication and listening skills, with the ability to relate to people of all ages and backgrounds.
- Ability to inspire and equip others for discipleship, ministry and mission.
- Collaborative leadership skills, with the ability to empower others while providing appropriate direction and accountability.
- Ability to build relationships across the parish, wider church and Bracknell community.
- Commitment to **intergenerational and family-friendly ministry**, ensuring that children and young people are valued as an integral part of church life.
- Commitment to **Inclusive Church**, enabling people of different backgrounds, abilities and experiences to feel that they belong and can participate fully.
- Commitment to **Eco Church** and to encouraging care for God's creation as part of Christian discipleship and mission.
- Ability to lead change, manage priorities and respond thoughtfully to the opportunities and challenges of parish life.
- Ability to use appropriate digital tools to support communication, worship and mission.

Desirable

- Confidence in using multimedia and digital communication to support accessible worship and outreach.
- Experience of church management systems and appropriate use of social media.

Personal Attributes

Essential

We are looking for someone who is:

- Warm, approachable, genuine and kind.
- A good listener and communicator.
- Comfortable relating to children, young people, adults and older people.

- Collaborative and generous in their leadership.
- Inclusive and welcoming, valuing the contribution of every person.
- Resilient and able to manage their wellbeing and workload appropriately.
- Values different traditions and styles of worship.
- Passionate about engaging with the wider community.
- Able to bring wisdom, encouragement, energy and a sense of humour to parish life.
