

## PERSON SPECIFICATION

	Essential	Desirable
<b>Qualifications</b>	Ordained Priest (incumbent status) within the Church of England	Experience of working across a multi-parish benefice
<b>Experience</b>	Leading parishes and individuals in growth and discipleship, including growing a church.	Pastoral care, having both oversight and engagement, within congregations and communities.
	Working collaboratively with others and nurturing leadership qualities and vocations.	Developing and supervising a pastoral team.
	Being an effective team leader	Involvement in schools, chaplaincy, community groups.
	Ministering in rural and town situations	Encouraging harmony between churches of different traditions. Building unity both across the benefice and ecumenically.
		Leading projects and initiatives with multiple stakeholders
		Budget management experience
<b>Knowledge and Skills</b>	A commitment to excellent safeguarding practice which seeks to protect the most vulnerable in our communities.	
	Demonstrating vision and strategic thinking, and the ability to enable change	
	An understanding and commitment to valuing equity, diversity and inclusion within our communities.	
	Experience of preaching to a variety of different church communities.	

	Able to engage with the distinctive styles of worship and traditions across the churches.	Experience of having encouraged diverse styles of outreach and worship.
	An understanding of the role of health and safety in ministry.	Knowledge of the Governance requirements for PCCs
	Confident in talking about giving and finances, encouraging planned giving as a mark of discipleship.	
	IT literate and comfortable in using and engaging with new technology	
	A good communicator and listener, caring and discerning	
Personal qualities	Mission-focused, with a passion for bringing people to faith.	
	Committed to personal prayer and spiritual growth.	
	Understanding of, and commitment to the strategic objectives and Plan for Change and Renewal of the Diocese	
	Willingness and ability to travel across the benefice and deanery.	Full UK driving licence and access to own transport.