

Person Specification for the Rector of Castleford

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	<p>Experience in the typical range of ordained Church of England parish ministry</p> <p>Proven track record (however defined) of commitment to and delivery of church growth</p> <p>Track record of leadership which nurtures and enables others and grows the confidence and gifts of God's people</p> <p>Track record of inspiring vision and developing appropriate strategies</p> <p>Track record of working with children and young people in school and in other settings, and nurturing young followers of Jesus</p> <p>Track record of working with older people to develop faith and discipleship</p>	<p>Urban ministry, particularly with regard to ministry in post-industrial contexts.</p> <p>Knowledge of leading/supporting building projects and the faculty system</p> <p>Experience of working ecumenically to build partnership in the Gospel</p>	Application form and interview

	Experience of leading through change		
TRAINING	Satisfactorily completed IME 1-7		Application form and interview
	Commitment to continuing ministerial & personal development.		
SPECIAL KNOWLEDGE	Knowledge/understanding of changing patterns of mission and ministry in the Church.	Knowledge of Jesus-Shaped People programme, Leading Your Church Into Growth or other mission/evangelism programmes	Application form Interview Presentation
	Knowledge of pioneering approaches to revitalising church congregations.		
	Understanding of and commitment to pursuing good Safeguarding practice in the life of the church		
CIRCUMSTANCES PERSONAL	Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required.		Application form and interview
	Own transport or workable alternative for the post's duties		
	Able to confirm that they are living in accordance with the Guidelines for Professional Conduct of the Clergy.		
LEADERSHIP & FAITH	Confident in their own faith and secure in their own identity as a Christian leader	Able to apply situational leadership to a variety of contexts.	Interview

	<p>Able to access appropriate resources to sustain and refresh their own faith and spiritual life.</p> <p>Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.</p> <p>Committed to praying for the church, alone and with others, to discern what God is saying and doing.</p> <p>Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration.</p> <p>Able and willing to work with schools</p>		
PRACTICAL AND INTELLECTUAL SKILLS	<p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Able to lead in the parish's stewardship of time, money and energy by example and teaching.</p> <p>Able to oversee the parish's responsibilities for buildings and finances.</p> <p>Good IT skills.</p>		Application form, presentation and interview

	<p>Competent at personal and parochial administration.</p> <p>Skilled at prioritising and managing workload.</p>		
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