

Person Specification for Interim Associate Vicar (0.5 stipend) of Shipley

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	Experience in the typical range of ordained CofE parish ministry Proven track record of commitment to and delivery of church growth Track record of leadership which empowers others and grows the confidence and gifts of God's people Ability to co-ordinate and embrace different styles of worship and musical traditions Experience of engaging with the local community, and enabling others to do so too Experience of working well with children, families, and schools Experience of developing new approaches to worship and mission, including starting and growing new worshipping communities or fresh expressions of church	Experience of fruitful ministry in areas with high levels of deprivation Experience of ministry in a multi-church parish or benefice Experience of working well with structures for pastoral care Experience of intergenerational ministry	Application form and interview

	Track record of working well and collaboratively in a team		
TRAINING	Satisfactorily completed IME 1-7		Application form and interview
SPECIAL KNOWLEDGE	Commitment to continuing ministerial & personal development. Knowledge/understanding of changing patterns of mission and ministry in the Church.	Knowledge of Jesus-Shaped People programme and Leading Your Church Into Growth	Application form Interview Presentation
CIRCUMSTANCES PERSONAL	Understanding of Safeguarding 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 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 A heart for people from disadvantaged backgrounds and communities	Interview

PRACTICAL AND INTELLECTUAL SKILLS	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. Possessing a good sense of humour and able to help others have fun Able to lead in the parish's stewardship of time, money and energy by example and teaching. Good IT skills. Good listening and communication skills, including by email, able to respond promptly and efficiently. Competent at personal and parochial administration. Skilled at prioritising and managing workload.	Ability to play a musical instrument To assist with responsibility for buildings and finances.	Application form, presentation and interview
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