

## PERSON SPECIFICATION

	Essential	Desirable
<b>Qualifications</b>	Ordained Priest (incumbent status) within the Church of England	
<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
	Ministering in rural and town situations	Encouraging harmony between churches of different traditions. Building unity both across the benefice and ecumenically
		Budget management experience
		Leading major projects and initiatives with multiple stakeholders, from initial funding to completion
		Involvement in schools, chaplaincy, community groups
		People management experience in both paid and voluntary contexts
<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	

	A good preacher, able to provide theologically challenging teaching and to explain complex theological concepts in simple language	
	Able to engage with the distinctive styles of worship and traditions across the churches	Able to encourage and develop new styles of worship and outreach
	An understanding of the role and application 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	Has a heart for outreach to young people
	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