Person Specification for the Associate Priest of The Benefice of Pontefract

Summary of Job: Please read the Benefice Brochure, Parish Profiles 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 Brochure, Parish Profiles 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 Able to work in the United Kingdom		Application form
EXPERIENCE	Experience in the typical range of ordained Church of England parish ministry. Working in a team and demonstrable experience of collaborative ministry, with the ability to help manage and implement change. Inspirational, innovative and an able communicator. Building links with families and individuals who are not regular church attenders, with a track record of imaginative ways of drawing people into church. Track record of working with children, young people and families, in school and in other settings. Working with the older generation, including those who live in nursing homes.		Application form and interview

TRAINING	Satisfactorily completed IME 1-7. Commitment to continuing ministerial & personal development and to developing own skills, knowledge and gifts as relevant to this benefice.		Application form and interview
SPECIAL KNOWLEDGE	Knowledge/understanding of changing patterns of mission and ministry in the Church and enthusiasm to bring new ideas into the benefice. Deep commitment to and understanding of Safeguarding.	Knowledge of Jesus-Shaped People programme, Leading Your Church Into Growth or other mission/evangelism programmes	Application form Interview Presentation
VISION FOR MISSION AND MINISTRY	Able to establish, develop and maintain an exciting and shared vision for a mission and ministry and to enable the Benefice to reach its goals and increase its presence; Able to think creatively about the Benefice's mission and to imagine new ways of working in challenging settings; An engaging and effective preacher, able to work with and through others to encourage the growth of spiritual life and attract people to the gospel; Able to lead inspiring worship and prayer appropriate for all age ranges.	Experience of, involvement in or leadership of a 'fresh expression of church' 'New worshipping communities' church planting or similar.	Application form, presentation and interview

CIRCUMSTANCES PERSONAL	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 post's duties. Able to confirm that they are living in accordance with the Code of Professional Conduct for the Clergy.		Application form and interview
LEADERSHIP & FAITH	Be committed to the vision of the Benefice as it grows in unity. Committed to praying for the church, alone and with others, to discern what God is saying and doing, and to developing a culture of prayerfulness in each of the churches. Inspiring, motivating and encouraging church members, both individually and collectively, and ensuring that their various gifts and talents are able to grow. Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration. Able to access appropriate resources to sustain and refresh their own faith and spiritual life.	Skilled at managing change Able to apply situational leadership to a variety of contexts.	Interview

	Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others. Resilient.		
PRACTICAL AND INTELLECTUAL SKILLS	A good listener. Excellent and proven communication skills, not least in preaching and teaching. Able to encourage the parishes' stewardship of time, money and energy by example and teaching. Able to oversee projects as agreed with the Vicar. Good IT skills. Competent at personal and parochial administration, including the efficient and appropriate use of email and social media. Skilled at prioritising and managing workload.		Application form, presentation and interview
PERSONAL	A prayerful Priest who will love the Parishes and their people and can demonstrate a confident personal faith in God.		