

Person Specification

Benefice of Cullercoats St George

Please find below details of the experience and personal qualities required to carry out this role fully and well.

For the purposes of recruitment, these have been split into those areas which are essential and those which are desirable and can be developed over time.

It is important in your application, that you provide evidence of how you meet each of the essential requirements.

Area of experience/ personal quality	Essential	Desirable
Theology and Formation	<ul style="list-style-type: none"> • Ordained priest within the Church of England or in a Church in communion with it or a Church whose orders it recognises; • Completion of initial ministerial education; • A commitment to one's own continuing theological learning and development; • Able to provide theological leadership, helping to provide an appropriate language that speaks of God today; • Able to support a Society parish in the spirit of the Five Guiding Principles; • Rooted in prayer. 	
Vision for Mission and delivery	<ul style="list-style-type: none"> • An engaging and effective preacher and communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead worship in a thoughtful and inspiring manner; • Experience of and commitment to church growth - in numbers, spiritual depth, missional engagement and service to the community. 	<ul style="list-style-type: none"> • Experience of using music to develop mission and outreach. • Experience in church-based youth and children's and/or schools' work.

Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm, curiosity and passion; • Inclusive, able to create a shared vision for mission and ministry; • Able to share and delegate to lay and ordained colleagues; • Pastoral sensitivity and good active listening skills; • Demonstrates emotional intelligence. 	
Formation of others	<ul style="list-style-type: none"> • An engaging and effective communicator, able to encourage the growth of spiritual life and attract people to the gospel; • Open to both traditional and more informal styles of worship. 	<ul style="list-style-type: none"> • Experience of delivering courses and learning for those exploring faith as well as those wanting to deepen discipleship.
Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others, encourage lay leadership and participation in all areas of parish life; • Can promote and support good pastoral care systems; • Dynamic and willing to challenge, yet also sensitive and compassionate; • Able to manage complexity and change. 	<ul style="list-style-type: none"> • Experience of leading, mentoring or supporting lay leaders and/or clergy.
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft office and/or other IT software; • Knowledge of Parish finance, governance and building management frameworks and systems, and how risk is managed; • Excellent organisation skills. 	<ul style="list-style-type: none"> • Knowledge and experience of digital and social media engagement.
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to build communities; • Experience of transformative community engagement through the church or another organisation; 	

	<ul style="list-style-type: none">• Able to work in partnership with and build strong networks and relationships with secular partners.	
Safeguarding	<ul style="list-style-type: none">• Good understanding of safeguarding in a church context,• Safeguarding training complete and up-to-date.	