

Person Specification for Interim Vicar (0.5 stipend) of St Stephen's Steeton

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 CofE parish ministry</p> <p>Proven track record of commitment to and delivery of church growth</p> <p>Track record of leadership which empowers 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 playing an active public role in the local community</p> <p>Experience of engaging with the local community, and enabling others to do so too</p> <p>Experience of working with children and families, and with schools</p> <p>Experience of developing new approaches to worship and mission</p> <p>Experience of gathering people and</p>	<p>Experience of semi-rural ministry</p> <p>Experience of growing parish financial sustainability</p>	Application form and interview

	building healthy new teams		
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.	Interview

	<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> <p>Committed to collaborating with others to develop a flourishing children and youth ministry within reach of every young person</p>		
PRACTICAL AND INTELLECTUAL SKILLS	<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> <p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Competent at personal and parochial administration.</p> <p>Skilled at prioritising and managing workload.</p>		Application form, presentation and interview

