

Person Specification: Vicar of Byker St Mark & Walkergate St Oswald and Priest in Charge of Byker St Martin & Staff Member of MINE

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 continuing theological development 	
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 	<ul style="list-style-type: none"> • Experience of a multi-parish benefice.
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to build communities; • Experience of leading a church in becoming more mission- and community-focussed; • Able to work in partnership and build strong relationships with community groups 	<ul style="list-style-type: none"> • Understanding of the challenges facing low income and ethnically diverse communities.
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around increasing opportunities for discipleship and ministry development 	<ul style="list-style-type: none"> • Experience of supervising others.
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 frameworks and systems and how risk is managed; • Good organisation skills; • Able to make things happen 	

Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others and encourage of lay leadership and participation in all areas of parish life; • Dynamic and willing to challenge, yet also sensitive and compassionate; • Able to manage complexity and change 	
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, and ecumenically, demonstrating enthusiasm and passion; • Able to share and delegate to lay colleagues; • Good listening skills 	<ul style="list-style-type: none"> • Experience of building partnerships with community organisations.
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date 	