

Interim Vicar – East Ardsley		How identified: application form/ interview
PERSON SPECIFICATION	Desirable/ essential	
EXPERIENCE		
a) Ordained priest in the Church of England for at least two years.	e	af
b) Satisfactorily completed Initial Ministerial Education 1-7.	e	af
c) Relevant experience of typical range of duties of priest in Church of England parish ministry.	d	af/i
d) Relevant experience of working outside or beyond the Church before or since ordination.	d	af/i
e) Proven track record of demonstrating the skills and abilities listed below.	e	af/i
FAITH		
a) Confident in their own faith and secure in their identity as a Christian leader.	e	af/i
b) Able to access appropriate resources to sustain and refresh their own faith and spiritual life.	e	af/i
c) Practicing good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.	e	af/i
d) Resilient.	e	af/i
e) Committed to praying for the church, alone and with others, to discern what God is saying and doing.	e	af/i
PERSONAL CIRCUMSTANCES		
a) Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required for special needs.	e	i
b) Able to use own transport or workable alternative for the duties of the post.	e	af/i
LEADERSHIP		
a) Committed to and skilled in delivering leadership which empowers others and enables the ministries of others to thrive.	e	af/i
b) Effective in creating, communicating and delivering inspiring vision in collaboration with members of the congregation, and in developing appropriate strategy, attainable objectives and clear action steps to achieve it in reliance on God in prayer.	e	af/i
c) Skilled at managing change.	e	af/i
d) Able to apply situational leadership to a variety of contexts.	e	af/i
e) Able to handle conflict calmly, creatively and effectively to promote reconciliation and improved collaboration.	e	af/i
f) Committed to personal ministerial development and keeping abreast of appropriate ministerial education.	e	af/i
GROWTH		
a) Committed to and skilled in delivering numerical church growth, using the insights of LYCiG and other appropriate material.	e	af/i

b) Able to give pastoral care to others in such a way as to promote their spiritual and emotional growth as active ministers and interdependent members of the Body of Christ.	e	af/i
c) Able to support others to minister as Christians through their work in paid employment, voluntary work, family and neighbourhood.	e	af/i
d) Skilled at developing a culture of invitation and welcome in the church.	e	af/i
EVERY-MEMBER MINISTRY		
a) Committed to and skilled in enabling the ministries of every member of the church to grow;	e	af/i
b) Keen to involve a wide variety of people in carrying out the worship, fellowship and outreach of the church.	e	af/i
c) Skilled in delegating and sharing responsibilities.	e	af/i
d) Able to offer effective supervision and feedback to those undertaking roles in ministry.	e	af/i
e) Enthusiastic and effective in working with and through teams.	e	af/i
f) Able to promote mutual pastoral care between members.	e	af/i
g) Able to enjoy the flourishing of the ministries of others.	e	af/i
TEACHING		
a) Personally committed to preaching and teaching the doctrine of the Church of England.	e	af/i
b) Skilled in preaching which is inspiring, challenging and engaging to hearers.	e	af/i
c) Able to teach the Christian faith and to expound and apply Scripture in a wide variety of contexts.	e	af/i
d) Familiar with and able to use well a wide range of communication techniques.	e	af/i
e) Able to promote the teaching of the faith through small groups and individual study.	e	af/i
WORSHIP		
a) Skilled at leading liturgy that is both glorifying to God and edifying to people.	e	af/i
b) Able to collaborate effectively with other lay and clergy leaders and with musicians and others who contribute to liturgy.	e	af/i
c) Demonstrating practical knowledge of the variety of forms of worship which are authorised or allowed by Canon.	e	af/i
d) Able to identify, devise and implement patterns of worship that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with Christian faith.	e	af/i
PRACTICAL		
a) Able to lead the parish's stewardship of time, money and energy by example and teaching.	e	af/i
b) Able to oversee the parish's responsibilities for buildings and finances.	e	af/i
c) Computer-literate and adept at using appropriate IT.	e	af/i
d) Able to listen and communicate effectively, including by email, and to respond promptly and efficiently to communication.	e	af/i
e) Competent at personal and parochial administration.	e	af/i

f) Skilled at prioritising and managing workload.	e	af/i
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