

Person Specification

Vicar - Chapel St Leonards and Hogsthorpe & Mumby with Cumberworth

*Each of the following criteria may be assessed via: application form; interview or presentation*

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|  | **Essential requirements** | **Desirable requirements** |
| **Education, Training & Qualifications** | Ordained (recognised by the Church of England)  Completion of a recognised course of theological studies  Satisfactory completion of Initial Ministerial Education | Willingness to engage in further training to enhance the growth of both ministry an discipleship. |
| **Theological** | |  | | --- | | Can demonstrate application of theological learning to pastoral situations  Demonstrates depth and breadth of theological understanding.  Commitment to the ministry of the whole people of God |   Comfortable with both traditional and informal styles of worship, and open to ecumenical opportunities. |  |
| **Spiritual / Personal qualities** | A person who has prayer at the centre of life and would help us to realize more fully the importance of spirituality and prayer; a teacher of the faith.  A people-person with a deep pastoral instinct who will be active in the local community  Is approachable, prayerful, a good listener and committed to working collaboratively  Be actively learning and developing their knowledge and understanding | Show sensitivity in dealing with people and change.  Able to handle disputes and complaints with grace and firmness as required.  Enthusiastic and possibly experienced outside ministerial priesthood. |
| **Vision and Leadership** | Able to affirm and support a culture of welcome and inclusion  Can lead change  An effective communicator and leader  Inspires the congregation to work for unity and to strengthen our relationship with God and one another  Called to minister in a rural environment and prepared to be involved in community affairs and their implications.  Prepared to play a part in local primary and secondary schools that serve our communities  Willing to play a part in deanery and diocesan matters.  Able to develop a caring ministry with both young and old within the church and the wider community. | |  | | --- | | Be responsive and flexible to emerging needs |   Encourages the spirit of co-operation with local churches and with the diocese  Able to identify and release new leaders through encouraging gifts in others |

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| **Managerial** | A team builder with the ability to delegate and communicate at all levels.  Willing to encourage and facilitate training for lay ministry.  A proven problem solver with an entrepreneurial resilience and flexibility.  Capable of prioritising and focussing on key things  Able to delegate and devolve responsibility keeping people to account for their areas of responsibility | Experience of coordinating the management of people, resources and buildings  Have good time-management and self-organisation skills |
| **Financial** | Awareness of financial issues and procedures  Willingness to lead an annual cycle of stewardship |  |
| **IT Skills** | Have a functional level of computer literacy  Understanding of social media/communications or to be able to delegate to others/get help as needed. |  |
| **Experience** | Experience in working across churches  An established track record of ministry to young families, children, and youth. | Experience of leading or managing volunteers  Experience of acting as a Trustee of charitable boards  Experience acting on a Board of Educational Governors |
| **Knowledge and**  **skills** | Excellent communication skills.  Able to network effectively.  Able to facilitate meetings.  An understanding of safeguarding of children and vulnerable adults. | Certified Safeguarding Training from a recognised trainer. |

This post will require an enhanced check from the Disclosure and Barring Service (DBS), together with a check of the barred lists. These will be renewed at least every five years.