

Person Specification

Benefices of Cowgate and Newbiggin Hall

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; • Able to provide theological leadership and framing, helping to provide an appropriate language that speaks of God today. 	<ul style="list-style-type: none"> • Interest in and understanding of the theology and practice of mission in areas of multiple deprivation.
Vision for Mission and delivery	<ul style="list-style-type: none"> • An engaging and effective communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Committed to growth of the church: numerically, spiritually and missionally; • Able to lead worship and prayer in a thoughtful and inspiring manner; • Open to both traditional and modern styles of worship; • Inclusive, able to create a shared vision for mission and ministry; • Strong communication skills; • Has a bias for action. 	<ul style="list-style-type: none"> • Experience of working as or building a parish-based mission/ministry team including lay leaders, youth workers etc.

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; • Able to work in partnership and build strong networks and relationships with secular partners. 	
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around reshaping ministry – lay and ordained. 	
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft Office and/or other IT software; • Able to demonstrate a clear working knowledge of the use of social media. • Knowledge of Parish finance/ governance frameworks and systems and how risk is managed; • Good organisation skills, able to pay attention to detail; • Able to make things happen. 	<ul style="list-style-type: none"> • Experience of working in a multi-parish benefice.
Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others; • Sensitive and compassionate • Can promote and support good pastoral care. 	<ul style="list-style-type: none"> • Experience of supervision/line management of ordained and/or lay colleagues.
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • Demonstrates emotional intelligence • Able to delegate to lay and clergy colleagues; • Good listening skills; • Able to work with and alongside people of different disciplines and faiths, giving and receiving respect. 	
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date. 	