

Person Specification

Interim Minister, Fenham Holy Cross

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; • Spiritually mature and grounded in God. • A commitment to continuing theological development; • Clear about their own identity and vocation to facilitate mission and transformation. • Able to diagnose a situation and develop appropriate responses. 	
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 mission and church growth. • Committed to change and transition in church communities. 	<ul style="list-style-type: none"> • Experience of establishing or developing fresh expressions or church plants.
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. 	<ul style="list-style-type: none"> • Experience of engagement with culturally diverse communities and traditions.
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around increasing opportunities for 	

	<p>discipleship and ministry development.</p> <ul style="list-style-type: none"> • Ability to nurture and train others for ministry • Able to honour and affirm the work of others, past and present. • Willing to prepare the way for the next ministry. 	
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 establish positive and affirming relationships and join congregational systems quickly. • Able to manage projects and make difficult decisions; • Able to make things happen. 	
Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others and encouraging of lay leadership and participation in all areas of parish life; • Capable of leading people towards a common understanding and approach. • Sensitive and compassionate; 	
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • Able to build and lead teams of lay and ordained ministers; • Able to share and delegate to lay colleagues; • Good listening skills; 	<ul style="list-style-type: none"> • Able to hold diversity and manage differences
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date; • Able to demonstrate tenacity and stamina. 	