

Person Specification for St John Great Horton and St Wilfrid Lidget Green

Summary of Job: Please read the Parish Brochure and Role Description for a description of this post.

The selection of candidates for short-listing will be based on this specification which should be read in the light of the Parish Brochure and Role Description and applicants should bear this in mind when preparing their application and completing the application form.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	Ordained Priest Anglican Ministerial Training		Application form
EXPERIENCE	<p>Experience in the typical range of ordained CofE parish ministry</p> <p>Strong track record of evangelism and delivering church growth</p> <p>Track record of leadership which empowers others and grows the confidence and gifts of God's people</p> <p>Ability to cast vision, inspire, support and empower others, and develop appropriate strategies</p> <p>Effective manager of people as an enabler, delegator and team player and an effective line manager</p> <p>Experience of working well with people from a wide range of different cultures and social backgrounds</p> <p>Experience of effective charity management and governance</p> <p>Effective preacher and bible teacher</p>	<p>Experience of ministry and leadership in a Resource/Resourcing church</p> <p>Experience of church planting and / or revitalisation</p> <p>Experience of fruitful ministry in a parish with high levels of deprivation</p> <p>Experience of cross-cultural mission and ministry</p> <p>Experience of ministry in a multi-church parish</p> <p>Track record of playing an active public role in the local community</p>	Application form and interview

TRAINING	<p>Satisfactorily completed IME 1-7</p> <p>Commitment to continuing ministerial & personal development.</p>		Application form and interview
SPECIAL KNOWLEDGE	<p>Knowledge/understanding of changing patterns of mission and ministry in the Church.</p> <p>Understanding of Safeguarding</p>	Knowledge of Jesus-Shaped People programme and Leading Your Church Into Growth	<p>Application form</p> <p>Interview</p> <p>Presentation</p>
CIRCUMSTANCES PERSONAL	<p>Able to live in and work from the housing provided for the post, subject to reasonable adaptation.</p> <p>Own transport or workable alternative for the posts' duties</p> <p>Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.</p>		Application form and interview
LEADERSHIP & FAITH	<p>Confident in their own faith and secure in their own identity as a Christian leader</p> <p>Able to access appropriate resources to sustain and refresh their own faith and spiritual life.</p> <p>Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and resilient, being a positive role-model.</p> <p>Committed to praying for the church, alone and with others, to discern what God is saying and doing.</p>	<p>Skilled at managing change</p> <p>Able to apply situational leadership to a variety of contexts.</p>	Interview

	<p>Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration.</p> <p>Generous in giving away ministry, training and releasing other leaders</p> <p>Communicates clearly and effectively with clergy, staff and congregations</p> <p>Able and willing to work with schools</p> <p>Comfortable leading a Core Ministry Team who hold a traditional Christian theological position</p>		
PRACTICAL AND INTELLECTUAL SKILLS	<p>Can lead the parish's stewardship of time, money and energy by example and teaching.</p> <p>Can oversee and support those with responsibility for the parish's buildings and finances.</p> <p>Good IT skills.</p> <p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Can effectively manage personal & parochial admin, including projects & organisations, & problem solve</p> <p>Skilled at prioritising and managing workload.</p>		Application form, presentation and interview