

Person Specification for the Associate Vicar (0.5) of Gillington, Heaton and Manningham

Summary of Job: Please read the Parish Brochure and Role Description for a description of this post.			
<i>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.</i>			
ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	Ordained Priest Anglican Ministerial Training		Application form
EXPERIENCE	Experience in the typical range of ordained Church of England parish ministry Proven track record of commitment to and delivery of church growth Track record of leadership which empowers others and grows the confidence and gifts of God's people Track record of inspiring vision and developing appropriate strategies Track record of working well and collaboratively in a team Ability to co-ordinate and embrace different styles of worship	Experience of fruitful ministry in a parish with high levels of deprivation Experience of managing volunteers Effective manager of people as an enabler, delegator and team player and an effective line manager Ability to co-ordinate and embrace different styles of worship Experience of ministry in a multi-church parish Track record of overseeing effective ministry with children, young people and families.	Application form and interview
TRAINING	Satisfactorily completed IME 1-7 Commitment to continuing ministerial & personal development.		Application form and interview

SPECIAL KNOWLEDGE	Knowledge/understanding of changing patterns of mission and ministry in the Church. Understanding of Safeguarding	Knowledge of effective programs for discipleship in multi-cultural inner city contexts Social Enterprise	Application form Interview Presentation
CIRCUMSTANCES PERSONAL	Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required. Own transport or workable alternative for the post's duties Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.		Application form and interview
LEADERSHIP & FAITH	Confident in their own faith and secure in their own identity as a Christian leader Able to access appropriate resources to sustain and refresh their own faith and spiritual life. Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and resilient, being a positive role-model. Committed to praying for the church, alone and with others, to discern what God is saying and doing.	Skilled at managing change Able to apply situational leadership to a variety of contexts.	Interview

	Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration. Able and willing to work with schools Committed to collaborating with others to develop a flourishing children and youth ministry within reach of every young person		
PRACTICAL AND INTELLECTUAL SKILLS	Able to lead in the parish's stewardship of time, money and energy by example and teaching. Good listening and communication skills, including by email, able to respond promptly and efficiently. Competent at personal and parochial administration. Skilled at prioritising and managing workload.	Good IT skills. Able to oversee the parish's responsibilities for buildings and finances.	Application form, presentation and interview