

Person Specification for the Associate Leader of Fountains Church Bradford and Priest-in-Charge of St Margaret's Frizinghall

Summary of Job: Please read the 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 Bishop's Statement, Brochure and Profile, 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 ordained Church of England parish ministry</p> <p>Proven track record of commitment to and delivery of church growth</p> <p>Track record of leadership which empowers others and grows the confidence and gifts of God's people</p> <p>Experience of making and growing disciples, especially of young adults</p> <p>Track record of developing leaders and associated structures for mentoring and support</p> <p>Track record of working well and collaboratively in a team</p> <p>Track record of inspiring vision and developing appropriate strategies</p> <p>Track record of forming close, trusting personal relationships inside and outside the church.</p>	<p>Experience of developing sustainable community facing ministries which offer pathways to discipleship</p> <p>Experience of overseeing youth, children and families work</p> <p>Experience of ministry and leadership in a large, growing, resourcing church</p> <p>Experience of ministry in deprived urban and / or other-faith majority contexts</p> <p>Experience of working in a clergy team</p> <p>Experience of line management</p> <p>Experience of developing and/or maintaining sustainable pastoral provision in a church community.</p>	Application form and interview

	<p>Effective biblical preaching & teaching</p> <p>Track record of developing and/or sustaining successful partnerships with other churches and other community organisations</p>		
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>	<p>Knowledge of Jesus-Shaped People programme and Leading Your Church Into Growth</p>	<p>Application form</p> <p>Interview</p> <p>Presentation</p>
CIRCUMSTANCES PERSONAL	<p>Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required.</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,</p>	<p>Skilled at managing change</p> <p>Able to apply situational leadership to a variety of contexts.</p> <p>Able and willing to work with schools</p>	Interview

	<p>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>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>Committed to collaborating with others to develop a flourishing children and youth ministry within reach of every young person</p>		
<p>PRACTICAL AND INTELLECTUAL SKILLS</p>	<p>Able to lead in the churches' stewardship of time, money and energy by example and teaching.</p> <p>Can oversee churches' responsibilities for buildings and finances.</p> <p>Good IT skills.</p> <p>Good listening and communication skills, with clergy, staff and congregations, including by email, able to respond promptly and efficiently.</p> <p>Competent at personal and parochial administration.</p> <p>Can prioritise and manage workload.</p>		<p>Application form, presentation and interview</p>

