

Person Specification: Benefice of Cramlington

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. 	<ul style="list-style-type: none"> • Incumbency experience.
Vision for Mission and Ministry	<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 church growth. 	
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to build communities; • Experience of leading a church in becoming more mission- and community-focussed; • Able to work in partnership with a wide range of people, building strong relationships with community groups. 	
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around increasing opportunities for developing discipleship and 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, administration and governance frameworks and systems; • Experience of how risk is managed. 	<ul style="list-style-type: none"> • Awareness and skill in modern communication methods.
Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others and encourage of lay leadership and participation in all areas of parish life; • Able to manage change. 	<ul style="list-style-type: none"> • Training in people management and conflict transformation.

Working with others	<ul style="list-style-type: none"> • Able to build rapport, work collaboratively, and ecumenically, demonstrating enthusiasm and passion; • Able to share and delegate to clergy and lay colleagues; • Good listener and communicator. 	<ul style="list-style-type: none"> • Experience of leading and managing a team; • A commitment to and experience of developing children and youth work.
Other	<ul style="list-style-type: none"> • A commitment to a safer church culture, safeguarding training complete and up-to-date. 	