

Person Specification

Benefice of Cowpen St Benedict

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, Formation & Training	<ul style="list-style-type: none"> • A male, modern Catholic Anglican Minister Ordained within the Church of England by a male Bishop or a Church whose orders it recognises. • Has satisfactorily completed Initial Ministerial Education. • A knowledge of the administrative requirements of a C of E Parish. • A commitment to continuing personal and professional development. • A strong and confident faith built on a deep prayer life and the Sacraments. 	<ul style="list-style-type: none"> • A member of The Society of S.Wilfrid & S.Hilda • Evidence of knowledge or training in church growth techniques.
Community Engagement	<ul style="list-style-type: none"> • Experience of, or ideas for, transforming a community mainly apathetic towards the Church and with little or no experience of the love God in their lives or even who Jesus is. • Experience of or having ideas for quickly networking key local players, in Councils, Schools, Supermarkets, Sheltered Accommodation, Care Homes, Businesses and other Denominations. • You will have a communicable plan on how you will introduce yourself to a new Parish, how you will get noticed and how you will set about engaging with the ordinary people of the Parish, initially in their context, not ours. • Demonstrable ability to create effective and lasting partnerships. • Demonstrate an ability to communicate on diverse levels, often with people from differing or extraordinarily complex backgrounds and show empathy for, or an understanding of, the impacts of deprivation on the realisation of personal potential. 	<ul style="list-style-type: none"> • Experience of working in urban or deprived communities or a strong calling to make a difference in such.

	<ul style="list-style-type: none"> • An ability to engage with other through online/ social media platforms. 	
Mission – Making & Maintaining Disciples	<ul style="list-style-type: none"> • Demonstrate experience or ideas to show how you will develop, resource and maintain pathways to growth for the “just looking”, the “inquisitive” or the “pilgrim already on the road”. • Demonstrate how you have equipped disciples, so that they in turn can make disciples. • Experience of making lasting connections through Occasional Offices. • An ability to communicate the Gospel in an inspiring way, that chimes with the everyday lives of Parishioners. • The ability to develop and deliver liturgy suitable to the time/season or occasion, in a variety of genres. • Re-establish services and Offices that have stopped during the vacancy, not being afraid to re-imagine them. Re-establish links to other national church groups and societies as we grow again, this also includes pilgrimage. • Able to take informed risks with innovative ideas, to break the apathy cycle. • Ability to respond to opportunities that come without warning. • An ability to communicate the Gospel to different ages groups, in ways that brings the Word alive in their daily lives. • Ability to seek out training or additional support from Deanery, Diocese, National Church or external sources, to achieve mission goals. • Re-establish and build relationships with the Blyth Academy (High School), Horton Grange Primary and The Dales (special educational needs). • Ability to turn teenage/adult “banter” into an opportunity. 	<ul style="list-style-type: none"> • Experience within a successful mission team. • Experience of Walsingham Youth Pilgrimage, Family Pilgrimage etc. • Knowledge of available mission resources.
Leadership	<ul style="list-style-type: none"> • Ability to develop, initiate and drive a strategic vision clearly and passionately. • Ability to identify, train and develop lay volunteers to work solo or as part of a team. • An enthusiastic enabler, diplomatic, perceptive and flexible. A nurturing style 	<ul style="list-style-type: none"> • Experience of working with or managing groups or teams. • Experience of managing volunteers.

	<p>which encourages and releases the gifts within others.</p> <ul style="list-style-type: none"> • Ability to work in collaboration with others in a mature and confident way with a strong focus on overall objectives. • An excellent listener, calm and good natured, emotionally mature with a degree of wisdom gained from experience within or without the Church. • Resilient, energetic, courageous and keen to see innovative ideas turn into concrete action, you will be positive and expectant. Obstacles should be challenges that can be overcome. • Confident – whether chairing meetings, communicating or in delegating tasks to others. • An ability to manage demanding situations effectively. • Maintains strict confidentiality where appropriate. 	
Personal Characteristics	<ul style="list-style-type: none"> • Servant hearted and hard working. • Resolute and loyal, a team player and collaborative worker. • Having an ability to get things done, yet flexible enough to adapt plans and processes in a changing environment. • Perceptive, with high degree of emotional & relational intelligence. • A love for people, an interest in their lives and their care. • Good natured and does not take themselves too seriously. • Caring and humorous. • Love getting out and about & meeting people. 	
Other	<ul style="list-style-type: none"> • Competent administrator – reducing “desk time” and maximising “engagement time”. • IT skills include standard Microsoft packages. • Knowledge of Parish finance/governance frameworks/systems & how risk is managed. • Safeguarding training complete and up-to-date. 	