



(In the deanery of Harrogate, Archdeaconry of Richmond & Craven in the Ripon Episcopal Area, Diocese of Leeds)

TEAM RECTOR PERSON SPECIFICATION

www.stjohnsandstlukes.org.uk

POST OF TEAM RECTOR

Requirements	Essential	Desirable
Qualifications	<p>Ordained priest in the Anglican Communion with experience in ministry in the Church of England.</p> <p>Anglican ministerial training and completion of IME.</p>	<p>Experience of leading a parish.</p> <p>Experience of training curates.</p>
Mission and Ministry	<p>Experience of leading a welcoming, open, growing church sharing the love of God with all and seeking the growth of the kingdom of God.</p> <p>Experience of developing work with families and young people including growing lay and youth leadership.</p> <p>Experience of (and willingness to speak about and share) growing as a follower of Jesus and leading individuals and communities on this journey of discipleship. Encouraging a deepening of spirituality, including mission and ministry on the 'front lines' of everyday life.</p> <p>Knowledge / understanding of changing patterns of mission and ministry in the Church gained from experience. Commitment to continued exploration & learning.</p> <p>Reflective, imaginative leader of worship. Engaging, and challenging, preacher. Reflects the sacredness of all of life. Connects the stories of God with the stories of our lives.</p> <p>Experience of the typical range of ordained ministry in a parish and specifically a commitment to pastoral care.</p>	<p>Working with others to connect using digital capabilities.</p> <p>Experience of working with partners, for example Prayer Spaces in Schools.</p> <p>Passion for small groups as a central element of discipleship & community.</p> <p>Experience of building relationships in the wider community, for example resulting in new opportunities for loving & serving.</p> <p>Experience of sharing responsibility, for example with our Pastoral Care team.</p>
Leadership	<p>Committed to noticing and helping to develop gifts and calling in others, developing participation and leadership.</p> <p>Encourages a culture that welcomes a broad range of perspectives and works constructively, maintaining positive relationships and handling conflict well.</p> <p>Identifies the need for change and leads transformation and change creatively.</p> <p>Gets things done as an individual and working with others. Uses a variety of approaches, working creatively and collaboratively.</p> <p>Emotional intelligence. Good listener. Effectively manages a varied and demanding workload.</p>	<p>Experience of facilitating creative workshops to build engagement and enable participation.</p>

POST OF TEAM RECTOR

Requirements	Essential	Desirable
Parish Leadership	<p>Establishes and leads effective and empowering governance structures and practices, including the PCC, to facilitate participation and decision making. Balances vision, collaboration, flexibility and accountability.</p> <p>Encourages broad and effective communication.</p> <p>Works collaboratively with others for example, Team Vicar, Youth Worker, Parish Administrator, Wardens and the wide variety of leadership roles in church and community activities.</p> <p>Ensures the maintenance of good safeguarding measures, in accordance with diocesan safeguarding policies and protocols.</p>	
Personal Development	<p>Entrepreneurial - learns by and from having a go, taking some risks, reflecting on own performance and experience and amends practice as necessary.</p> <p>Continues to invest in personal development and establishes a culture of ongoing learning and development.</p> <p>Aware of wellbeing for self and others. Balances work and life. Takes allocated holiday and makes opportunities for retreats & learning.</p>	
Personal Circumstances	<p>Able to live and work from the accommodation provided by the post, subject to any reasonable adaptations required.</p> <p>Own transport and full driving licence.</p>	



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