

## Person Specification

### Vicar of Berwick

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"> <li>• Ordained priest within the Church of England or in a Church in communion with it or a Church whose orders it recognises;</li> <li>• Completion of initial ministerial education;</li> <li>• A commitment to continuing theological development;</li> <li>• Able to provide theological leadership and framing to diocesan life and projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Experiencing of leadership in larger church context.</li> </ul>
Vision for Mission and delivery	<ul style="list-style-type: none"> <li>• An engaging and effective preacher, able to work with others to encourage the growth of spiritual life and attract people to the gospel;</li> <li>• Able to lead worship and prayer in a thoughtful and inspiring manner;</li> <li>• Inclusive, able to create a shared vision for mission and ministry.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of developing and leading a diversity of worship for diverse worshippers.</li> </ul>
Engagement with community life and public issues	<ul style="list-style-type: none"> <li>• Strong understanding of how to build communities;</li> <li>• Experience of transformative community engagement;</li> <li>• Able to work in partnership and build strong networks and relationships with secular partners.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of ecumenical and civic engagement.</li> </ul>
Formation of others	<ul style="list-style-type: none"> <li>• Energetic and creative around reshaping ministry – lay and ordained.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of raising up new vocations.</li> </ul>
Management of resources and structures	<ul style="list-style-type: none"> <li>• Able to use Microsoft office and/or other IT software;</li> </ul>	<ul style="list-style-type: none"> <li>• Enthusiasm to make best use of buildings for activities complementary</li> </ul>

	<ul style="list-style-type: none"> <li>• Knowledge of Parish finance /governance frameworks and systems and how risk is managed;</li> <li>• Good organisation skills, able to pay attention to detail;</li> <li>• Able to make things happen.</li> </ul>	to worship and congregational life.
Leadership and oversight of others	<ul style="list-style-type: none"> <li>• Able to lead and deliver through others;</li> <li>• Sensitive and compassionate;</li> <li>• Able to manage complexity and change;</li> <li>• Strong sense of authority.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading teams of lay and clergy colleagues.</li> </ul>
Working with others	<ul style="list-style-type: none"> <li>• Able to work collaboratively, demonstrating enthusiasm and passion;</li> <li>• Able to delegate to lay and clergy colleagues;</li> <li>• Good listening skills;</li> <li>• Able to work with and alongside people of different disciplines and faiths, giving and receiving respect.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of ecumenical engagement, and working with civic leaders and military organisations</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Safeguarding training complete and up-to-date;</li> <li>• Able to demonstrate tenacity and stamina.</li> </ul>	