

## Person Specification

### Benefices of Blanchland with Hunstanworth, Edmundbyers & Muggleswick, and Shotley St John

<p>Please find below details of the experience and personal qualities required to carry out this role fully and well.</p> <p>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.</p> <p><b>It is important in your application, that you provide evidence of how you meet each of the essential requirements.</b></p>		
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>• Experience of living or ministering in rural settings</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 innovate and demonstrate flexibility in liturgy and music;</li> <li>• Inclusive, able to create a shared vision for mission and ministry.</li> <li>• A collaborative priest committed to releasing the energy of others</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to support parishes in implementing their vision</li> </ul>
Leadership and oversight of others	<ul style="list-style-type: none"> <li>• Strong leader with appropriate sense of authority;</li> <li>• Able to lead and deliver through others;</li> <li>• Sensitive, collaborative and compassionate;</li> <li>• Able to manage complexity and change</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to spot potential for, and effectively nurture, the growth of gifts and skills in others.</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>• Willing to engage with and serve the community;</li> <li>• Able to work in partnership and build strong networks and relationships with secular partners;</li> <li>• Able to be a visible presence in the community;</li> <li>• A love of rural life and communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the particular issues and joys of life in rural communities.</li> </ul>
Formation of others	<ul style="list-style-type: none"> <li>• Energetic and creative around reshaping ministry – lay and ordained</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> <li>• Knowledge of Parish finance /governance frameworks and systems and how risk is managed;</li> <li>• Good organisational skills, able to pay attention to detail;</li> <li>• Able to make things happen</li> </ul>	
Working with others	<ul style="list-style-type: none"> <li>• Able to work collaboratively: a team leader who can establish, develop and lead a team of lay and ordained ministers;</li> <li>• Able to work in partnership with lay and clergy colleagues;</li> <li>• Good listening skills</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Safeguarding training complete and up-to-date;</li> <li>• Access to motor vehicle due to requirement to travel around rural communities.</li> </ul>	