

**Person Specification: Pioneer Minister to the Benefices of Seaton Hirst,
Ashington and Woodhorn with Newbiggin**

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
Theological Training and Development	<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. 	<ul style="list-style-type: none"> • Skills and experience in the area of pioneer ministry and growing new church communities.
Vision for Mission and Ministry and Engagement with community life and public issues	<ul style="list-style-type: none"> • Able to establish, develop and maintain an exciting and shared vision for a parish's mission and ministry and to enable the local church to re-imagine its goals and presence; • An engaging and effective preacher, able to work with and through others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead inspiring worship and prayer appropriate for all age ranges. 	<ul style="list-style-type: none"> • Experience of, involvement in or leadership of a 'fresh expression of church' or church planting.
Helping others Flourish	<ul style="list-style-type: none"> • Able to use innovative and creative approaches to engage with and enthuse others; • Ability to enable the discipleship and gifts of others, lay and ordained, encouraging and nurturing others; 	<ul style="list-style-type: none"> • Experience of overseeing lay pioneers or other authorised lay ministers.
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 /governance frameworks and systems and how risk is managed; • Good organisation skills, able to pay attention to detail; • Able to work with and through lay and ordained colleagues to enable the development of God's mission in the community. 	

Leadership	<ul style="list-style-type: none"> • Ability to facilitate and develop an inspirational shared vision and to lead others in the implementation of the vision; • Able to think creatively about the church's mission and to imagine new ways of working in challenging settings; • Ability to connect imaginatively with children, young people and their families and to be able to establish fresh ways of working with them help draw them into the life of the local church. 	
Working with others	<ul style="list-style-type: none"> • Good listening skills; • Proactive, able to make things happen with and through others. • Able to work with and alongside people of different disciplines and denominations, giving and receiving respect, a 'bridge builder'; • Excellent and proven networking and communication skills; • Ability to build effective teams, building strong relationships based on trust and mutual cooperation; • Able to make and develop links with the local community and to work in partnership with others. 	<ul style="list-style-type: none"> • Experience of working across different teams and able to negotiate boundaries well.
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date. 	