

Person Specification

Benefices of Scremerston, Spittal and Tweedmouth

<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>It is important in your application, that you provide evidence of how you meet each of the essential requirements.</p>		
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; 	
Safeguarding	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date. 	
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 the mission and ministry of the benefice and to enable our three local churches to re-imagine their 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; • A desire to connect imaginatively with children, young people and their families and to be able to establish fresh ways of working with them to help draw them into the life of our local churches 	<ul style="list-style-type: none"> • Experience of starting new worshipping communities and new expressions of worship for those exploring faith, or of particular demographics; • Experience of working with children, young people and families
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 mission of the benefice and to imagine new ways of working in challenging settings; 	<ul style="list-style-type: none"> • Experience of leading teams of lay and ordained colleagues; • Experience of working within a varied multi-parish benefice; • Experience of line management

	<ul style="list-style-type: none"> • Wisdom to delegate efficiently, acknowledging the potential of the lay team; • Able to lead and collaborate with the Children and Families leader once appointed 	
Working with others	<ul style="list-style-type: none"> • Good listening skills; • Proactive, able to make things happen with and through others; • Excellent and proven networking and communication skills; • Able to work collaboratively and cooperatively in teams; • Able to make and develop links with the local community and to work in partnership with others; • An accessible 'people' person with a down to earth attitude and sense of proportion/humour 	<ul style="list-style-type: none"> • Experience of working with and alongside people of different disciplines and denominations, giving and receiving respect, a 'bridge builder'; • Ability to build effective teams, building strong relationships based on trust and mutual cooperation;
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; • Desire to promote the development of lay ministry structures and the personal growth of individuals within the benefice 	
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft office and/or other IT software; • Able to manage their time well and operate efficiently, achieving a healthy work life balance; • Good organisation skills and 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 	<ul style="list-style-type: none"> • Knowledge of Parish finance /governance frameworks and systems and how risk is managed;