

## Person Specification

### Priest in Charge, North Tyne and Redesdale

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. <b>It is important in your application, that you provide evidence of how you meet each of the essential requirements.</b>		
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>	
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> <li>• A collaborative priest committed to releasing the energy of others;</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in multi-church parishes or multi-parish benefices.</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> <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>• Experience of transformative community engagement;</li> <li>• Able to work in partnership and build strong networks and relationships with secular partners.</li> <li>• Interest in rural affairs and the issues that face remote communities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of living in a rural location</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 a lead a team of lay and ordained ministers;</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>	
Other	<ul style="list-style-type: none"> <li>• Safeguarding training complete and up-to-date;</li> <li>• Able to demonstrate tenacity and stamina;</li> <li>• Able to drive and with access to a motor vehicle for work purposes.</li> </ul>	