

Person Specification

Benefice of Newburn

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, Training and Formation	<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; • A commitment to continuing theological development; • Able to provide theological leadership and framing, helping to provide an appropriate language that speaks of God today. 	<ul style="list-style-type: none"> • Knowledge and experience of church-based children and youth work.
Vision for Mission and delivery	<ul style="list-style-type: none"> • An engaging and effective communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Committed to growth of the church: numerically, spiritually and missionally; • Able to lead worship and prayer in a thoughtful and inspiring manner; • Open to both traditional and modern styles of worship; • Inclusive, able to create a shared vision for mission and ministry; • Strong communication skills. • Has a bias for action. 	<ul style="list-style-type: none"> • Experience of pioneering and setting up and/or running a new worshipping community. • Experience of engaging with new housing estates and multi-cultural communities

Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to build communities; • Experience of transformative community engagement; • Able to work in partnership and build strong networks and relationships with secular partners. 	<ul style="list-style-type: none"> • Experience of work with secondary as well as primary schools; • Knowledge and/or understanding of community development principles.
Formation of others	<ul style="list-style-type: none"> • Energetic and creative around reshaping ministry – lay and ordained. 	<ul style="list-style-type: none"> • Experience of leading inquirers and discipleship courses and programmes.
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft Office and/or other IT software; • Able to demonstrate a clear working knowledge of the use of social media. • Knowledge of Parish finance/ governance frameworks and systems and how risk is managed; • Good organisation skills, able to pay attention to detail; • Able to make things happen. 	<ul style="list-style-type: none"> • Experience of stewardship, fundraising and community income generation.
Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others; • Sensitive and compassionate • Can promote and support good pastoral care 	
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • Demonstrates emotional intelligence • Good listening skills; • Able to work with and alongside people of different disciplines, traditions and faiths, giving and receiving respect. 	
Safeguarding	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date; • Experience of Parish Dashboard and Hub. 	