

Person Specification

Incumbent Holcombe & Hawkshaw

	Essential requirements	Desirable requirements
Spirituality and Tradition	• Person with a personal faith that is vibrant, robust, prayerfully and deeply rooted in the love of Christ. • Able to minister across the variety of worship centres and styles represented in the Benefice, with a confident biblically-centred faith.	
Experience and Understanding	• Evidence of raising up both lay and ordained ministry. • An understanding of the importance of children's and young people's work. • Evidence of the ability to work with different generations. • Experience of leadership and building trust among clerical and lay colleagues. • Experience of being a school governor or trustee. • Experience of leading change. • Experience of wedding, baptism and funeral admin, legalities and pastoral care.	• Experience of leadership across more than one church in a team ministry context. • Understanding of the issues and support needed around working with volunteers.
Skills and Competencies	• Good organisational and interpersonal skills and the ability to lead people through change. • Good communicator. • A team player as well as a team leader. • Creative and imaginative in worship and mission.	• Experience and understanding of evangelistic ministry in the parish context • Evidence of starting something new in ministry which has seen growth.

	• Engaging and effective preacher with a strong biblical understanding. • Pastorally warm and sensitive. • Able to develop links with the wider Parish community and building up the ecumenical links already established. • Experience of developing and leading discipleship ministry within the church community and with new seekers. • Able to help people grow in confidence in sharing their faith with others.	
General Attributes	• Good sense of humour. • Someone who has a clear understanding of the strategic agenda of the Diocese and willingness to play a full part in that process. • Able and willing to contribute to the Deanery & to bring positive energy • Comfortable working ecumenically. • Able to guard a healthy work-life balance and model good self-care and wellbeing for staff and volunteers alike.	