

## Person Specification for the Vicar of St John Clayton

**Summary of Job:** Please read the Parish Brochure and Role Description for a description of this post.

*The selection of candidates for short-listing will be based on this specification which should be read in the light of the Parish Brochure and Role Description and applicants should bear this in mind when preparing their application and completing the application form.*

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	Ordained Priest Anglican Ministerial Training		Application form
EXPERIENCE	<p>Experience in the typical range of ordained CofE parish ministry</p> <p>Proven track record of commitment to and delivery of church growth</p> <p>Track record of leadership which empowers others and grows the confidence and gifts of God's people</p> <p>Ability to cast vision, inspire, support and empower others, and develop appropriate strategies</p> <p>Effective manager of people as an enabler, delegator and team player and an effective line manager</p> <p>Experience of working well and collaboratively in a team</p> <p>Ability to co-ordinate and embrace different styles of worship</p>	<p>Experience of ministry and leadership in a Resource/Resourcing church</p> <p>Experience of church planting and / or revitalisation</p> <p>Good record of collaborative work with other churches</p> <p>Experience of reaching beyond church circles and enabling active community engagement</p>	Application form and interview
TRAINING	<p>Satisfactorily completed IME 1-7</p> <p>Commitment to continuing ministerial &amp; personal development</p>		Application form and interview

SPECIAL KNOWLEDGE	<p>Knowledge/understanding of changing patterns of mission and ministry in the Church.</p> <p>Understanding of Safeguarding</p>	<p>Knowledge of Jesus-Shaped People programme and Leading Your Church Into Growth</p>	<p>Application form Interview Presentation</p>
<p>CIRCUMSTANCES PERSONAL</p>     <p>LEADERSHIP &amp; FAITH</p>	<p>Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required</p> <p>Own transport / workable alternative</p> <p>Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.</p> <p>Confident in their own faith and secure in their own identity as a Christian leader</p> <p>Resilient, able to access appropriate resources to sustain and refresh their own faith and spiritual life</p> <p>Handles difficulties &amp; conflict calmly, creatively &amp; effectively, promoting reconciliation &amp; collaboration</p> <p>Practises good self-care (spiritually, emotionally, socially, mentally and physically), a positive role-model</p> <p>Committed to praying for the church, alone and with others, to discern what God is saying and doing</p> <p>Generous in giving away ministry, training and releasing other leaders</p>	<p>Able to apply situational leadership to a variety of contexts</p>	<p>Application form and interview</p>     <p>Interview</p>

<p>PRACTICAL AND INTELLECTUAL SKILLS</p>	<p>Skilled at managing change</p> <p>Able and willing to work with schools</p> <p>Can lead the parish's stewardship of time, money and energy by example and teaching</p> <p>Can oversee parish's responsibilities for buildings and finances</p> <p>Good IT skills</p> <p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Can effectively manage personal &amp; parochial admin, including projects &amp; organisations, &amp; problem solve</p> <p>Competent at personal and parochial administration.</p> <p>Skilled at prioritising and managing workload</p>		<p>Application form, presentation and interview</p>
--	---	--	---