

## Person Specification for the Interim Vicar of St James', Silsden

**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 C of E parish ministry</p> <p>Proven track record of commitment to and delivery of church growth</p> <p>Experience of collaborative leadership which empowers others and grows their confidence and gifts</p> <p>Track record of inspiring vision and developing appropriate strategies</p> <p>Experience of fruitful ministry with families, children and young adults.</p> <p>Experience of identifying and managing change successfully</p>	<p>Experience of developing fruitful ministry in new-build housing areas</p> <p>Experience of strong community engagement alongside congregation</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</p> <p>Interview</p> <p>Presentation</p>

<p>CIRCUMSTANCES PERSONAL</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 or workable alternative for the post's duties</p> <p>Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.</p>		<p>Application form and interview</p>
<p>LEADERSHIP &amp; FAITH</p>	<p>Confident in their own faith and secure in their own identity as a Christian leader.</p> <p>Excited by leading different styles of worship in a mixed ecology</p> <p>Open to all the Holy Spirit's gifts.</p> <p>Able to access appropriate resources to sustain and refresh their own faith and spiritual life.</p> <p>Practising good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and resilient, being 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>Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration.</p>	<p>Able to apply situational leadership to a variety of contexts.</p>	<p>Interview</p>

	<p>Sensitive to different church backgrounds and worldviews.</p> <p>Able and willing to work with schools.</p>		
PRACTICAL AND INTELLECTUAL SKILLS	<p>Able to lead in the parish's stewardship of time, money and energy by example and teaching.</p> <p>Able to oversee the parish's financial responsibilities.</p> <p>Good IT skills.</p> <p>Good listening and communication skills, including by email, able to respond promptly and efficiently.</p> <p>Competent at personal and parochial administration.</p> <p>Skilled at prioritising and managing workload.</p>	Can encourage those overseeing the parish's responsibilities for buildings	Application form, presentation and interview