

## Person Specification

### Priest in Charge, North Tyne and Redesdale

<p>Please find below details of the experience and personal qualities required to carry out this role fully and well.</p> <p>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.</p> <p><b>It is important in your application, that you provide evidence of how you meet each of the essential requirements.</b></p>		
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>	