

## Person Specification for the Interim Associate Vicar of Tong & Laisterdyke

<p><b>Summary of Job:</b> Please read the Parish Brochure and Role Description for a description of this post.</p>			
<p><i>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.</i></p>			
ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	Ordained Priest Anglican Ministerial Training		Application form
EXPERIENCE	<p>Experience in the typical range of ordained Church of England parish ministry</p> <p>Proven track record of commitment to and delivery of church growth particularly through relational mission and utilising a range of links with the community.</p> <p>Experience of developing and growing contextually appropriate fresh expressions of church</p> <p>Track record of leadership which empowers others and grows the confidence and gifts of God's people</p> <p>Track record of negotiating and managing change well, enabling people to make wise and bold decisions about future ministry.</p> <p>A track record of creative, out of the box, solution focussed thinking that is delivered ways that empower people</p> <p>Experience of fruitful ministry in a parish with high levels of deprivation</p>	<p>Known in wider circles as a priest with a heart for the community – probably having held responsibilities in the community.</p> <p>Ability to minister in areas of genuine poverty as well as relative affluence.</p> <p>Experience of working in a church which has seen projects as authentic expressions of service to the wider community in the name of Jesus Christ</p>	Application form and interview

TRAINING	<p>Satisfactorily completed IME</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>Good grasp of the key success factors for projects and knowledge of how to tackle the challenges they face.</p>	<p>Application form</p> <p>Interview</p> <p>Presentation</p>
CIRCUMSTANCES PERSONAL	<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 posts' duties</p> <p>Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.</p>		Application form and interview
LEADERSHIP & FAITH	<p>Confident in their own faith and secure in their own identity as a Christian leader</p> <p>Accesses appropriate resources to sustain and refresh their own faith and spiritual life.</p> <p>Practises 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 apply situational leadership to a variety of contexts.</p>	Interview

	<p>Able to handle difficulties and conflict calmly, creatively and effectively, promoting reconciliation and improved collaboration.</p> <p>An encourager and enabler who enjoys seeing God at work in people and communities with poor educational backgrounds</p> <p>Has a heart for mission and can present the gospel imaginatively</p> <p>Good team player keen to develop lay leadership further.</p> <p>Able to relate to families and to foster good relationships with newcomers to the parishes.</p> <p>Able and willing to work with schools</p> <p>Flexible and versatile; energetic.</p>		
<p>PRACTICAL AND INTELLECTUAL SKILLS</p>	<p>Able to lead in the parish's stewardship of time, money and energy by example and teaching.</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>	<p>Able to oversee the parish's responsibilities for buildings and finances.</p>	<p>Application form, presentation and interview</p>