

## Person Specification

### Benefice of Blyth St Mary

<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> </ul>	
Vision for Mission and delivery	<ul style="list-style-type: none"> <li>• An engaging and effective preacher and communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel;</li> <li>• Able to lead worship in a thoughtful and inspiring manner;</li> <li>• Experience of and commitment to church growth;</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 leading a church in becoming more mission- and community-focussed;</li> <li>• Able to work in partnership and build strong relationships with community groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of capacity building and/or community development work.</li> </ul>
Formation of others	<ul style="list-style-type: none"> <li>• Energetic and creative around increasing opportunities for discipleship and ministry development.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of nurturing formation and helping to discern vocation in others.</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 organisation skills;</li> <li>• Able to make things happen.</li> </ul>	

Leadership and oversight of others	<ul style="list-style-type: none"> <li>• Able to lead and deliver through others and encourage of lay leadership and participation in all areas of parish life;</li> <li>• Dynamic and willing to challenge, yet also sensitive and compassionate;</li> <li>• Able to manage complexity and change;</li> </ul>	
Working with others	<ul style="list-style-type: none"> <li>• Able to work collaboratively, and ecumenically, demonstrating enthusiasm and passion;</li> <li>• Able to share and delegate to lay colleagues;</li> <li>• Good listening skills;</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Safeguarding training complete and up-to-date;</li> </ul>	