

**PRIEST IN CHARGE OF THE BENEFICES OF COLLINGHAM WITH HAREWOOD,
AND SPOFFORTH WITH KIRK DEIGHTON, FOLLIFOOT AND LITTLE RIBSTON**

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Ordained Church of England Priest</p> <p>Satisfactory completion of Initial Ministerial Education</p>	Evidence of personal development
Knowledge and Spirituality	<p>A living and personal relationship with Jesus including a deep prayer life; Spirit led, listening and responding to God's voice; servant hearted</p> <p>Experience of developing discipleship within congregations, recognising the different ways individuals grow in faith</p> <p>Knowledge of different worship styles and the spiritual resources available for different styles, including web based technologies</p>	<p>Appreciation of the ways this may differ between parishes.</p> <p>Experience of working with multiple churches</p>
Stewardship and Benefice Organisation	<p>Ability to think broadly, analyse a situation and value diverse perspectives</p> <p>Ability to make a full contribution to the collective worship, curriculum and governance of the church schools within the parishes</p> <p>Effective organisation and time management skills</p>	<p>Experience of working with and in primary schools</p> <p>Understanding and awareness of parish and Diocesan finances</p>
Leadership and Working Collaboratively	<p>Ability to engage, motivate, inspire and delegate through effective people management skills</p> <p>Able to effectively coordinate teams</p> <p>Able to assist the laity to identify their skills and talents and encourage their use in worship and mission to help grow the churches</p>	

	Able to monitor and assess the performance of the Associate Priest, and the effectiveness of the contribution that lay members, children and young people bring to the lives of the churches	
Mission and Outreach, Pastoral Care	<p>Ability to identify and respond to opportunities for mission within the parishes</p> <p>Experience of supporting and developing the laity involved in leading small group teaching and learning, pastoral ministry, and children and young people's ministries</p> <p>Experience of encouraging, supporting and nurturing those needing the service of the church for baptisms, weddings and funerals, and those unable to participate in church services; demonstrable pastoral skills</p>	
Worship and Preaching (including Interpersonal and Communication Skills)	<p>Ability to speak and preach inspirationally in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding, exploiting available technology</p> <p>Ability to build good relationships with congregations, encouraging them to deepen their discipleship</p>	<p>Appreciates the technology available to make services more innovative, contemporary and accessible to the different congregations</p> <p>Ability to develop links with individuals and diverse community organisations whose involvement with the churches is limited</p>
Change Management	<p>Confidence to envision and lead change in sensitive and collaborative ways as both leader and team player</p> <p>Be forward thinking and not afraid to question current practices constructively, whilst maintaining positive relationships</p>	<p>Experience of successfully introducing new styles of worship</p>
Self Management and Personal Development	<p>Appreciation of the need to develop personal knowledge and skills in relation to ministry</p> <p>Reflects on own performance and experiences and amends practices as necessary</p> <p>Ability to develop links and prayerful connections within the Deanery, Diocese and with ecumenical colleagues to bring new perspectives to grow the witness of faith in the parishes</p>	<p>Experience of working with and learning from other clergy</p>