

Person Specification

Incumbent

Holcombe & Hawkshaw

	Essential requirements	Desirable requirements
Spirituality and Tradition	- Person with a personal faith that is vibrant, robust, prayerfully and deeply rooted in the love of Christ. - Able to minister across the variety of worship centres and styles represented in the Benefice, with a confident biblically-centred faith.	
Experience and Understanding	- Evidence of raising up both lay and ordained ministry. - An understanding of the importance of children's and young people's work. - Evidence of the ability to work with different generations. - Experience of leadership and building trust among clerical and lay colleagues. - Experience of being a school governor or trustee. - Experience of leading change. - Experience of wedding, baptism and funeral admin, legalities and pastoral care.	- Experience of leadership across more than one church in a team ministry context. - Understanding of the issues and support needed around working with volunteers.
Skills and Competencies	- Good organisational and interpersonal skills and the ability to lead people through change. - Good communicator. - A team player as well as a team leader. - Creative and imaginative in worship and mission.	- Experience and understanding of evangelistic ministry in the parish context - Evidence of starting something new in ministry which has seen growth.

	• Engaging and effective preacher with a strong biblical understanding. • Pastorally warm and sensitive. • Able to develop links with the wider Parish community and building up the ecumenical links already established. • Experience of developing and leading discipleship ministry within the church community and with new seekers. • Able to help people grow in confidence in sharing their faith with others.	
General Attributes	• Good sense of humour. • Someone who has a clear understanding of the strategic agenda of the Diocese and willingness to play a full part in that process. • Able and willing to contribute to the Deanery & to bring positive energy • Comfortable working ecumenically. • Able to guard a healthy work-life balance and model good self-care and wellbeing for staff and volunteers alike.	