



PERSON SPECIFICATION

For Vicar of the Parish of St Matthew and St Nathanael, Kingsdown, Bristol

We are praying for a Vicar who is

- Committed to spreading the gospel and growing the church
- A gifted preacher, able to teach and relate the Bible in a compelling and intelligent fashion to contemporary life
- Enthusiastic to embrace and nurture the diversity of our churchmanship and worship styles
- Willing and able to build on what we have achieved already and lead us to the next stage of our development
- Willing and able to lead the PCC and the staff and leadership teams strategically

Qualifications

- An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Satisfactory completion of Initial Ministerial Education
- Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry

Personal qualities and skills

Personal qualities

- Dynamic and enthusiastic with a strong personal faith
- A collaborative team player able to nurture, motivate and affirm the talents and contributions of others
- Able to combine strategic vision and leadership with pastoral warmth and sensitivity
- Prayerful, caring and compassionate
- Sociable and able to relate to all ages
- A visible and practical parish leader, keen to strengthen relationships with local families and wider community

Skills

- Ability to provide clear strategic leadership while working as part of a team
- Articulate and able to communicate and teach in a wide range of settings and to a wide age range including young people
- Gift for biblically-focused preaching, with an ability to relate the scriptures to contemporary life
- Ability to sustain healthy relationships
- Recognises, respects and enforces boundaries
- Efficient and organised
- Diligent and persistent
- Good working knowledge of IT
- Ability to handle conflict effectively

Proven Experience and Competencies [E = Essential; D= Desirable]	E or D
<p><i>Ministry and work background</i></p> <ul style="list-style-type: none"> • Ministry in an urban setting • Experience of young adult ministry • Experience of children's and/or youth ministry <p><i>Leadership and management of others</i></p> <ul style="list-style-type: none"> • A willingness and determination to facilitate change where necessary and increase effective outreach • A willingness to listen to and respect the voice of the congregation and the PCC in the formation, development and implementation of vision, policy and strategy • Leadership and management of a team of ordained / lay / secular people, including the ability to delegate and manage staff <p><i>Development of others</i></p> <ul style="list-style-type: none"> • Leading and structuring a local church in a way that resources individuals to take responsibility for the development of their faith and ministry • Identifying, encouraging and developing gifts for ministry in the parish • Supervising Licensed Lay Ministers and/or training ordinands and/or training curates • Supervising Lay Children's and/or Youth Ministers <p><i>Management of resources and structures</i></p> <ul style="list-style-type: none"> • Effective management of budgets and projects • Encouraging and teaching stewardship and generosity in line with Biblical principles • Resource prioritisation that enables mission <p><i>Engagement in community life and public issues</i></p> <ul style="list-style-type: none"> • Commitment to the church's connection and engagement with, care for and mission to the parish and the wider city • Engagement and partnership with community leaders 	<p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p>
Knowledge and own development	
<ul style="list-style-type: none"> • Understanding of and commitment to collaborative style of management – a committed team player • Willingness to take responsibility for and commitment to own personal and professional development • Regular study and theological learning • Willingness to have a spiritual director and/or mentor, coach or work consultant 	
Additional criteria include: [E = Essential; D= Desirable]	E or D
<ul style="list-style-type: none"> • Enthusiasm to facilitate lay involvement and responsibility in worship • Commitment to the full involvement of women and men in all aspects of leadership and ministry • Experience of leading non-believers to faith in Jesus Christ • Ability to relate to all ages including children, young people and students, families and older persons • Commitment to deepening our understanding of and support for issues of social justice • Required to abide by the guidelines for safeguarding children and vulnerable adults as provided by the Diocese of Bristol • Ability to relate to non-Christians in secular environments 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>