

**Fromeside Beneifce**

**Associate Minister**

**with Pastoral and Missional Responsibility for St Michael’s Winterbourne**

**Person Specification**

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| **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* | **E**  **E** |
| **Personal qualities and skills** |  |
| **Personal qualities**   * *Evidence of an impactful pastoral and mission-orientated ministry* * *Evidence of Inclusive ministerial approach both theologically and pastorally* * *A developed and maintained prayerful spiritual life* * *Personable and approachable* * *Collaborative and consultative* * *Discreet and able to maintain confidentiality* * *Exhibits self-awareness and confidence* * *Learns from experience and constructive feedback* * *Resilient*   **Skills**   * *Be a reflective practitioner* * *Efficient and organised* * *Diligent and persistent* * *Reasonable working knowledge of IT (e-mail and basic document processing)* * *Recognises, respects and enforces boundaries* * *Articulate and able to communicate in a wide range of settings* * *Ability to handle conflict effectively* * *Ability to sustain healthy relationships* | **E**  **E**  **E**  **E**  **E**  **D**  **E**  **E**  **E**  **E**  **D**  **D**  **E**  **D**  **E**  **E**  **E**  **E** |
| **Experience and Competencies** |  |
| **Knowledge and own development**   * *Experience of working in a Multi Benefice setting* * *Understanding of team dynamics* * *Understanding of leadership practice* * *Willingness to take responsibility for and commitment to own personal and professional development* * *Regular study and theological learning* * *Willingness to have a mentor, coach, work consultant and/or spiritual director* | **D**  **D**  **D**  **E**  **E**  **E** |
| **Other essential requirements**   * *Ability to travel independently around the Benefice* * *Willingness to serve in a variety of worship traditions – from BCP to ‘informal’ styles.* * *Ability to understand, implement and work to safeguarding and other key policies* | **E**  **E**  **E** |

Key for E - Essential and D - Desirable