

**Person Specification** **Bishops’ Adviser for Diocesan Discernment for Ordained Ministry (BADDOM)**

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| **Attributes** | **Essential** | **Desirable** |
| **Christian Commitment** | * A Clerk in Holy Orders * A deep and growing faith in Jesus Christ with a mature spirituality * A familiarity with, understanding and appreciation of, and willingness to work with the different traditions of worship and Ministry within the Church of England |  |
| **Theological Grounding** | * Theological understanding of the issues involved in discernment, training, and formation * Well-developed ability as a theological reflector * An informed theological (as well as practical) understanding of safeguarding and wellbeing in the church * Strong grasp of Anglican ecclesiology * Sympathetic and supportive grasp of the differing ministries ordinands will be being trained for, including (but not limited to): incumbency, assistant status posts, chaplaincy, pioneer roles, MSE roles, and distinctive diaconate. * Commitment to the ministry and calling of all God’s people in a variety of lay and ordained roles, inside and outside the church. |  |
| **Qualifications and Training** | * A degree in theology / ministry | * A further degree (at Masters or Doctoral level) |
| **Experience and skills** | * Significant experience in, as well as reflective and engaged understanding of, parochial ministry & mission. * Proven ability to work well as a team member. * Understanding of the shared discernment framework for ordained ministry and of Stage 1 and Stage 2 panels. * Enthusiastic about tailoring approaches to suit individuals rather than having a ‘one-size fits all’ approach. * Able to communicate effectively in different media with people from a wide range of backgrounds. * Proven ability to work with others on detailed work involving planning, process and organisation, including working to specific deadlines. * Efficient with administration and competent in IT. * Able to work independently in handling a diverse workload and in keeping to deadlines. * Strong verbal communications skills and ability to produce clear written records and reports. | * Direct experience of working with candidates in the Shared Discernment Process * Experience of effective coaching / mentoring / supervising others in ministerial roles * Understanding of Church of England structures and experience of working with the Church and other faith groups. * Experience of working with volunteers. |
| **Personal Qualities** | * Evident commitment to their own growth, development, and learning. * Approachable and with a good sense of humour. * A person of integrity. * A good communicator – including excellent listening skills. * A proven ability to develop and sustain effective relationships at all levels both inside and outside the Church. * A proven ability to maintain the highest standards of confidentiality. * An ability to work under pressure and in an undefended manner. * An encouraging team player. * Flexibility. | * Evidence of continued learning |
| **General** | * Full driving licence and access to a car. |  |