

**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
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| **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.
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| **Qualifications and Training**  | * A degree in theology / ministry
 | * A further degree (at Masters or Doctoral level)
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| **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.
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| **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
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| **General**  | * Full driving licence and access to a car.
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