

**Person Specification** **- Bishops’ Adviser for Ministerial Development**

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| **Attributes** | **Essential**  | **Desirable** |
| **Christian Commitment** | * 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 ministry.
* An informed theological (as well as practical) understanding of safeguarding and wellbeing in the church.
* Sympathetic and supportive grasp of the differing ministries inhabited by ordained and licensed ministers.
* Commitment to the ministry and calling of all God’s people in a variety of lay and ordained roles, inside and outside the church.
 | * Strong grasp of Anglican ecclesiology.
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| **Qualifications and Training**  | * A good honours degree, preferably in theology or a related subject.
 | * A higher degree.
* Relevant training for licensed or ordained ministry.
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| **Experience and skills** | * Committed to collaborative ministry, with a proven ability to work well as a team member.
* Experience in adult education or ministerial training.
* Able to manage expenditure within an agreed budget.
* 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 (including the MS Office suite).
* 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.
 | * Experience of overseeing or receiving formal professional or ministerial review processes
* Experience in coaching/mentoring
* Experience in co-ordinating ongoing training and development programmes
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| **Personal Qualities** | * Evidence of continued learning and development
* 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 combination of creativity and ability to handle and manage process and detail.
* 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.
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| **General**  | * Full driving licence and access to a car.
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There is an Occupational Requirement that the post holder is a practising Christian, in accordance with the Equality Act, 2010. August 2023