

**Person Specification Director of Ministry**

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| **Attributes** | **Essential**  | **Desirable** |
| **Qualifications, Experience and skills** | * Experience of/ability of working with and through a wide range of people while also bringing your own perspective
* Good at developing and managing processes
* Ability to consult and empower people
* Analytical and strategic approach to identify opportunities and challenges and how to address them
* Strong organisational skills
* The wisdom to tailor the application of different disciplines to the church environment of decentralisation and low control
* Strong written and verbal communication skills with the ability to tailor to different audiences
* Ability to produce tangible plans and results, while holding onto and developing the higher- level strategic context
* Experience in managing and leading engagement programmes on a large scale across diverse groups of people.
 | * Understanding of the organisational structure and dynamics of the Church of England
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| **Aptitudes and Abilities** | * A perceptive listener and discerner
* Ability to make connections
* Excellent interpersonal skills and the ability to influence and lead others
* A flair for engaging, enabling, mobilising, synthesising, making things happen and generating momentum across teams and areas
* Ability to think strategically and pragmatically
* Energetic, excellent in teams, relationally strong, personally convincing and a catalyst
* Builds confidence whilst not being over-bearing
* Sensitive to different people’s views
* Ability to work well in a team, whilst being able to lead and take the initiative as appropriate
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| **Personal Qualities** | * A person who shares the values of the Church of England and (whilst not necessarily an Anglican) is a practising Christian. This post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.
* A person of integrity
* A proven ability to develop and sustain relationships at all levels both inside and outside the Church.
* An ability to work under pressure.
 | * Evidence of continued learning
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| **General**  | * Full driving licence and access to a car.
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January 2022