

**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 |
| **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 |  |
| **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 |
| **General** | * Full driving licence and access to a car. |  |

January 2022