

**for the post of**  
**ASSOCIATE VICAR**  
**For St Barnabas'**  
**in the Parish of Worth, Pound Hill, Maidenbower and Forge Wood**

*This person specification should be read alongside the role description for this post.*  
(E) = essential and (D)= desirable

**(i) Qualifications/training**

Applicants for the post should:

- a) have been ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises (E)
- b) have satisfactorily completed Initial Ministerial Education (D) or have the recommendation of their bishop that (identified) areas of the IME programme yet to be completed satisfactorily can and should be addressed in a post other than the one currently occupied (E)
- c) be able to demonstrate a capacity to exercise priestly ministry at incumbent status (E)
- d) be able to demonstrate a willingness to engage in continuing ministerial development appropriate to the post (E).

**(ii) Experience**

Candidates equipped for the role will be able to demonstrate experience and understanding of:

- a) engagement with and pastoral support for people of all ages - including through visiting and the occasional offices (E)
- b) ministry and evangelism within schools (E)
- c) leading and developing a diverse range of styles of worship, including the BCP, *Common Worship* and Messy Church (D)
- d) growing, organising and resourcing house groups and catechetical programmes (D)
- e) exercising responsibility in a complex organisation with substantial resources (people, buildings and money) to manage (D)
- f) the care, maintenance, development and effective use of buildings (D).

**(iii) Knowledge, skills and competencies**

They will be able to demonstrate that they possess:

- a) the ability to make, and build on, links with individuals and community organisations whose involvement with the Church is limited - especially schools (D)
- b) the ability to encourage, identify and empower lay ministries within the church (E)
- c) collaborative working and team building skills and instincts – especially with the Rector and clergy colleagues, volunteers and other churches or religious groups (E)
- d) leadership skills - including the ability to motivate, inspire and effectively co-ordinate volunteers (D)
- e) the ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding (E)
- f) the ability to organise resources (own time, buildings, groups of volunteers) effectively to meet a large number of demands (D)
- g) reliable and effective administrative skills (E).

#### **(iv) General Attributes**

Suitable candidates will be able to demonstrate:

- a) evidence of a deep prayer life and ability to draw on a wide range of spiritual resources in supporting their own and others' spiritual journey (E)
- b) a love for all people and a heart for mission, evangelism and pastoral care (E)
- c) a commitment to the flourishing of the ministry of lay people in the church (E)
- d) good interpersonal skills that develop and maintain effective working relationships (E)
- e) energy and enthusiasm to reach out to the many people for whom Christianity is currently a closed book (E)
- f) an appreciation of the opportunities provided by this Church's place within the existing secular structures for developing positive links with those not actively involved in it (E)
- g) preferably a good singing voice and knowledge of the full range of church music (D).

#### **(v) Other**

Successful candidates will also be able to show:

- a) an affinity with the social work of the church coupled with an understanding of the part of the Church can play in the life of a community whilst remaining true to its distinctive Christian vision (E)
- b) a respect for the Canons of the Church of England (E)
- c) a lively interest in the Church of England and her Anglican Communion, ecumenical and inter religious-relationships (D)
- d) a commitment to working with those in the Church of England from a theological tradition different to their own (E)
- e) a willingness to enhance and encourage artistic activity in the Church, especially its musical life (D).