

**Fromeside Beneifce**

**Associate Minister**

**with Pastoral and Missional Responsibility for St Michael’s Winterbourne**

**Person Specification**

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| **Qualifications**  |  |
| * *An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises*
* *Satisfactory completion of Initial Ministerial Education*
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| **Personal qualities and skills** |  |
| **Personal qualities** * *Evidence of an impactful pastoral and mission-orientated ministry*
* *Evidence of Inclusive ministerial approach both theologically and pastorally*
* *A developed and maintained prayerful spiritual life*
* *Personable and approachable*
* *Collaborative and consultative*
* *Discreet and able to maintain confidentiality*
* *Exhibits self-awareness and confidence*
* *Learns from experience and constructive feedback*
* *Resilient*

**Skills** * *Be a reflective practitioner*
* *Efficient and organised*
* *Diligent and persistent*
* *Reasonable working knowledge of IT (e-mail and basic document processing)*
* *Recognises, respects and enforces boundaries*
* *Articulate and able to communicate in a wide range of settings*
* *Ability to handle conflict effectively*
* *Ability to sustain healthy relationships*
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| **Experience and Competencies**  |  |
| **Knowledge and own development** * *Experience of working in a Multi Benefice setting*
* *Understanding of team dynamics*
* *Understanding of leadership practice*
* *Willingness to take responsibility for and commitment to own personal and professional development*
* *Regular study and theological learning*
* *Willingness to have a mentor, coach, work consultant and/or spiritual director*

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| **Other essential requirements** * *Ability to travel independently around the Benefice*
* *Willingness to serve in a variety of worship traditions – from BCP to ‘informal’ styles.*
* *Ability to understand, implement and work to safeguarding and other key policies*
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Key for E - Essential and D - Desirable