

PERSON SPECIFICATION

Attributes	Essential	Desirable	Method of Assessment
Education and Training	<ol style="list-style-type: none"> 1. A good standard of written English (GCSE English Language or equivalent). 	<ol style="list-style-type: none"> 1. A nationally recognised qualification in children/youth work. 2. Safeguarding training. 	Application documentation.
Experience	<ol style="list-style-type: none"> 1. Active member of a Christian church with a personal living faith in the Lord Jesus Christ. * Given the nature and context of the work, it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland, in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010. 2. First-hand experience of leading or co-ordinating activities for children/youth. 3. Experience of working within a team. 4. Experience of leading and nurturing teams of volunteers. 	<ol style="list-style-type: none"> 1. Experience of working as part of a staff team. 2. Experience of working in a local church context. 3. Experience and understanding of Fresh Expressions of Church and pioneer ministry. 	Application documentation and interview.
Knowledge and skills	<ol style="list-style-type: none"> 1. A clear understanding of children/youth and principles of children/youth work, including discipleship. 	<ol style="list-style-type: none"> 1. To be able to play a musical instrument. 	Application documentation, interview.

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	<ol style="list-style-type: none"> 2. Working knowledge and commitment to safeguarding and promoting the safety and welfare of children/youth. 3. A working understanding of equality and diversity with the ability to challenge discriminatory behaviour. 4. Skills in working directly with children/young people. 5. Literate in IT, including use of social media and word processing. 6. Good people and communication skills, appropriate for connecting with children/families/youth, interacting with the church family and reaching the community. 7. The confidence to take the initiative to ask for help and advice when needed. 8. Specific gift(s) or interest(s) that could be a focus for attracting children/youth/families. 		
Qualities	<ol style="list-style-type: none"> 1. Able to speak with sincerity about matters of Christian faith in an informed, effective and non-judgmental way. 2. To show genuine desire and enthusiasm for leading children and young people into a personal relationship with Jesus Christ. 3. Able to relate effectively with a wide spectrum of people (i.e. adults, young people and children). 	<ol style="list-style-type: none"> 1. Able to set and work to goals without direct supervision. 2. Able to work in a range of social and cultural contexts. 	Application documentation, interview.

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	<ol style="list-style-type: none"> 4. Able to communicate effectively in person and in writing. 5. Able to motivate self and others and to manage use of time. 6. Able to manage administration effectively and recognise the importance of doing so. 7. Able to initiate and develop quality projects and adapt to changing priorities and circumstances. 8. Able to present a strong Christian role model. 		
Other	<ol style="list-style-type: none"> 1. Satisfactory Enhanced DBS disclosure. 2. Commitment to engage in professional and spiritual development. 	<ol style="list-style-type: none"> 1. Have access to appropriate transport for travel within the area. 2. Willingness to receive spiritual direction. 	Application documentation and interview.