

PERSON SPECIFICATION

POST TITLE Leadership Academy Pastor (Part Time)

TEAM Academy

	Essential	Desirable
Education and training	<ul style="list-style-type: none"> a) Degree (or equivalent). 	<ul style="list-style-type: none"> a) Degree in Theology. b) Professional qualification in coaching. c) Evidence of further training in a relevant field (eg church organisation/ leadership/ psychology).

	Essential	Desirable
Relevant experience	<ul style="list-style-type: none"> a) Proven experience of developing and implementing an integrated approach to personal development across an organisation. b) Managing and motivating volunteers. c) Raising Leaders. d) Coaching others including leaders. e) Developing and reviewing curriculum. f) Assessing student assignments. g) Raising and training coaches. h) Leading others in a devotional context. i) Using Microsoft Outlook, Word, and PowerPoint. 	<ul style="list-style-type: none"> a) Developing coaching structures within an organisation. b) Being an effective teacher. c) Managing budgets

	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> a) Different models of coaching and can articulate their preferred approach. b) How to identify and develop leaders. c) Learning styles and different teaching models. d) Strong theological foundation. e) Health & Safety. 	<ul style="list-style-type: none"> a) Risk Management strategies. b) Data Protection

	Essential	Desirable
Other attributes	<ul style="list-style-type: none"> a) Committed Christian. b) Model the vision and values of KingsGate at a level expected of a leader. c) A passion to see Kingdom leaders raised, developed, and released. d) Can work healthily and remain results focused. e) Continual improvement mindset f) Ability to keep calm under pressure. g) Positive and friendly manner with a 'can do' approach. h) High level of commitment to equality & diversity 	

	Essential	Desirable
--	------------------	------------------

Skills and abilities	<ul style="list-style-type: none"> a) Create a sense of community within a diverse group of people. b) Develop and implement new initiatives. c) Inspires others, including leaders, to follow them. d) Excellent written and oral communication skills. e) Excellent planning and organisational skills. f) Able to prioritise and achieve deadlines. g) Ability to handle conflict well. h) Ability to maintain confidentiality. i) Ensures accuracy and attention to detail, particularly when working to tight deadlines. j) Ability to work as part of a team, as both a leader and contributor. 	

This person specification was reviewed by Exec Pastor (Pastoral and Equipping) in April 2024.

KingsGate Community Church has a Smoke-Free Policy. Smoking is not permitted in any of the premises or vehicles owned or leased by the organisation.