

## PERSON SPECIFICATION

**POST TITLE** Area Pastor

**DEPARTMENT** Pastoral

	<b>Essential</b>	<b>Desirable</b>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>a) Mature in their faith and walk with God and model's Christian discipleship and growth</li> <li>b) Able to communicate ideas with wisdom and insight</li> <li>c) Able to inspire, coach and mentor others</li> <li>d) Patient and Empathetic</li> <li>e) Discreet, trustworthy and able to keep confidence</li> <li>f) Able to work on own initiative and keep calm under pressure</li> <li>g) Willing to work in a flexible manner</li> </ul>	
<b>Relevant Skills and Abilities</b>	<ul style="list-style-type: none"> <li>a) Excellent interpersonal skills</li> <li>b) Excellent written and oral communication skills</li> <li>c) Excellent planning and organisational skills</li> <li>d) Excellent administrative skills</li> <li>e) Ability to prioritise and achieve deadlines</li> <li>f) Ability to think strategically and execute a plan</li> <li>g) Ability to delegate and empower others</li> <li>h) Ability to manage a varied and challenging workload</li> <li>i) Ability to lead prayer and other devotional meetings</li> </ul>	

	<b>Essential</b>	<b>Desirable</b>
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>a) A proven track-record of passion and gifting in high level pastoral care and leadership</li> <li>b) A proven track-record of identifying and developing other pastoral leaders to ensure the provision of a wide range of excellent pastoral care</li> <li>c) A proven ability to build, lead and equip teams of volunteers</li> <li>d) A proven ability in multiplying a pastoral network by working through high-level pastoral volunteers</li> <li>e) Experience of working collaboratively in a leadership context</li> <li>f) Develop and implement effective missional activities</li> </ul>	<ul style="list-style-type: none"> <li>a) Line-management experience</li> <li>b) Understanding of current legislation affecting pastoral care of people of all ages, including safeguarding requirements</li> <li>c) Leading weddings, funeral and other life events</li> <li>d) Managing budgets</li> </ul>
<b>Education &amp; Training</b>	<ul style="list-style-type: none"> <li>a) 2 A Levels or equivalent</li> <li>b) Appropriate pastoral training</li> <li>c) Appropriate level of biblical literacy</li> </ul>	<ul style="list-style-type: none"> <li>a) Theology degree or other relevant degree</li> <li>b) Counselling qualification</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>a) Microsoft Outlook and Word</li> </ul>	<ul style="list-style-type: none"> <li>a) Microsoft Powerpoint and Excel</li> <li>b) Health and Safety</li> <li>c) Risk Management</li> <li>d) Data protection</li> </ul>

	<b>Essential</b>	<b>Desirable</b>
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>a) Able to adhere to the vision and values of KingsGate</li> <li>b) Committed to equality and diversity</li> <li>c) Willing to become a KingsGate Committed Member</li> <li>d) An enhanced DBS disclosure</li> <li>e) A full driving licence.</li> </ul>	

This person specification was reviewed by Area Pastor Team Leader in June 2020.

**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.**