

PERSON SPECIFICATION

Job Title:	Local Lay Pastor (Children and Families)	Circuit:	Kennet and Test Valley Circuit
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Attributes	Essential	Desirable	Method of Assessment
Education & Training	Nationally recognised qualification in Children's, Youth or Community work or equivalent experience evidenced for the role.	Qualification in an aspect of training or adult education	Q
		Professional qualification at degree level and/or membership of a professional body	Q
		A recognised Biblical, theological or practical mission qualification	Q
Proven Ability	Proven ability of working with children and families in a paid or voluntary capacity		A/I
	Proven ability of training adults		A/I
	Proven ability of undertaking and enabling consultation and participation of families		A/I
	Evidence of organising and leading childrens and families' events		A/I
	Proven ability of running residential trips		A/I
	Proven ability of networking and establishing working relationships/partnerships		A/I
	Proven ability of working with families from a diverse range of backgrounds and needs		A/I
Knowledge & Skills	Understanding of the Church's work with families, especially knowledge of Safeguarding and child protection procedures		A/I
	An awareness of the needs and issues affecting families today	Good understanding of the national Occupational Standards pertaining to work with parents	A/I
	Able to demonstrate awareness of and commitment to the participation of families in the life of the church		A/I
Special Qualities & Aptitudes	Have a personal Christian faith and be active in a church community	Able to lead worship	A/I

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	Ability to work on your own and as part of a team		A/I
	Ability to organise yourself in order to manage your workload efficiently		A/I
	Ability to establish positive and productive relationships with families, recognising and developing the gifts of others and fostering an environment of participation		A/I
	Ability to plan and deliver activities that are underpinned by principles of participation and spiritual exploration leading to faith formation		A/I
	Ability to recruit, train and supervise a team of volunteers/sessional children and youth workers		A/I
	Computer skills to use a variety of packages to input and retrieve information		A/I
	Ability to communicate orally with a range of different audiences (children, young people and adults, professionals, church members etc)		A/I
Any Other Requirements	This post holds a genuine occupational requirement for the post holder to be a Christian		A/I
	Satisfactory DBS clearance		DBS Application

Method of Assessment: A – Application Form, I – Interview, W – Written exercise, P – Presentation
G – Group exercise, Q – proof of qualification (certificates or transcripts)
(We reserve the right to assess any other aspects of the role in a format not previously described)

Andover Methodist church is an inclusive and affirming church. We welcome all people regardless of their sexuality, gender identity, ethnicity, background or disability. We are registered for same-sex marriage and celebrate our diversity in Christ.