**Person Specification – Lifelinks Chaplain**

St Martin’s Hereford and

The Hereford Church of England Academy (THA)

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| **Area**  | **Qualities sought**    | **E**ssential or **D**esirable | **Method of** **assessment**   |
| *Desirable qualities, while not necessarily being in present experience, are likely to be of growing importance in the project, and the post holder should aim and expect to grow into them.*  |
| **Character & Personal faith**  | A committed Christian, seeking to serve God and share their faith, especially with young people  | **E** | Application form and interview  |
| A commitment to prayer and to living out their faith | **E** | Application form and interview  |
| **Qualifications**  | Qualification in Chaplaincy, Youth Work, Mission or Ministry  | **D** | Certificates & Application form  |
| **Skills and Knowledge**  | Experience of working within Safeguarding guidance  | **E** | Application form, references and interview  |
| Understanding and experience of CofE Academies, their vision and the SIAMS framework  | **D** | Application form and interview  |
| Experience of working in a school – teaching, assisting or volunteering  | **D** | Application form and interview  |
| Experience of pastoral responsibility   | **E** | Application form, references and interview  |
| Experience of sharing faith with others   | **E** | Application form and interview  |
| Capable organiser, planner and administrator   | **D** | Application form and interview  |
| Attending an Anglican church or experience of working within a liberal Anglican tradition   | **D** | Application form and interview  |
| **Personal competencies and qualities**   | Willingness to work within the values and priorities of St Martin’s Church, THA, and Hereford Deanery  | **E** | Interview  |
| Ability to exercise appropriate confidentiality  | **E** | Application form, references and interview  |
| Experience of working as part of a team   | **E** | Application form and interview  |
| Sensitivity to those of all religious faiths or none   | **E** | Application form and interview  |
| Effective communicator Empathetic and sensitive to the needs of others  | **E** | Application form and interview  |
| Able to inspire others and provoke thought  | **D** | Interview  |
| Able to encourage others to question their perceptions and think deeply about spiritual issues   | **D** | Interview and references  |