

Personal Specification – Youth Pastor Keighley Parish

Attributes	Essential	Desirable	How Identified
EXPRESSION OF FAITH	<ul style="list-style-type: none"> • Committed and baptised Christian, involved in church activities. • Willingness to work within the authority structures of the Church of England and become a full member Keighley Parish, committed to living out the Parish's vision and values. 	<ul style="list-style-type: none"> • Prior Church of England Experience 	<ul style="list-style-type: none"> • Application Form • Interview • References
PERSONAL	<ul style="list-style-type: none"> • Proven track record in leading and building youth ministry teams in a church setting • A heart for youth ministry and a vision for this area of ministry. • A deep desire for sharing the good news of Jesus Christ with young people both churched and unchurched. • A desire to build and prepare young people to become life-long followers of Jesus. • Well-motivated, able to take initiative, to plan and carry out work without close supervision. 		<ul style="list-style-type: none"> • Application Form • Interview • References
SKILLS AND EXPERIENCE	<ul style="list-style-type: none"> • Proven track record in leading and building youth ministry teams in a church setting. • Excellent communication and presentation skills. • A degree in youth work or theology • Good inter-personal, relational and 	<ul style="list-style-type: none"> • Knowledge and experience of the national, regional and local youth landscape. • Proven track record in vision casting • Proven ability to engage and enthuse youth 	<ul style="list-style-type: none"> • Application Form • Interview • Certificates • References

	<p>communication skills; able to work with a diverse range of people.</p> <ul style="list-style-type: none"> • Ability to exercise leadership and implement new and emerging strategy • Proven ability to recruit, equip, supervise, encourage and lead effective volunteer teams. • Can identify and encourage skills and abilities in volunteers. • Proven track record of good budget management • Good personal administration, and proficient use of IT. • Good understanding of safe practice in a youth work environment. • A willingness to engage in the vision, prayer and pastoral life of the church and contribute to church-wide events. • Experience of developing and implementing successful ministry strategies. • Strong relationship-building skills with experience in team leadership. • Experience of enthusing the wider church in youth-related issues. 	<p>with a wide range of backgrounds and church experience.</p> <ul style="list-style-type: none"> • Line Management experience of paid staff. • Experience in managing volunteers in a faith setting. • Experience of Schools work, including assemblies. • Experience of leading non-churched young people to faith. • Experience of enthusing the wider church in youth-related matters 	
PERSONAL DEVELOPMENT AND ADDITIONAL	<ul style="list-style-type: none"> • Openness to ongoing learning in relation to the role. 	<ul style="list-style-type: none"> • Track record of identifying and addressing personal development needs. 	<ul style="list-style-type: none"> • Application Form • References • Interview
INITIATIVE	<ul style="list-style-type: none"> • Ability to work on own 		<ul style="list-style-type: none"> • Application

	<p>initiative and work imaginatively.</p> <ul style="list-style-type: none"> • Excellent self-management, time management and prioritisation. • Able to handle, with competence, a demanding and varied workload. • Understands the need for professionalism in personal conduct. Exercises tact, discretion, diplomacy and confidentiality always. • A team player, aware and willing to step in and help others without being asked. 		<p>Form</p> <ul style="list-style-type: none"> • References • Interview
CIRCUMSTANCES	<ul style="list-style-type: none"> • Good pastoral instincts and an understanding of the challenges involved in working with vulnerable communities. • Ability to work with complexity and balance competing priorities while maintaining a positive outlook. • Commitment to collaboration and teamworking. 		<ul style="list-style-type: none"> • Application Form • Interview • References