**PERSON SPECIFICATION**

| **Attributes** | **Essential** | **Desirable** | **Method of**  **Assessment** |
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| Education and  Training | 1. A good standard of written English (GCSE English or equivalent). 2. A qualification in children’s or youth work (or equivalent experience) 3. A willingness to undertake training relevant to the role. | 1. A nationally recognised qualification in children’s or youth work (or equivalent experience) 2. Safeguarding training. | Application documentation. |
| Experience | 1. Active member of a Christian church.*\** 2. First-hand experience of leading or co-ordinating activities for children and young people that are appropriate for the context. 3. Experience of working within a team. 4. Experience of working with and nurturing volunteers. | 1. Experience of working as part of a staff team. 2. Experience of working in a local church context. 3. Experience and understanding of Fresh Expressions of Church and pioneer ministry. | Application documentation and interview. |
| Knowledge and skills | 1. A clear understanding of young people and principles of children’s and youth work. 2. Working knowledge and commitment to safeguarding and promoting the safety and welfare of children. 3. Excellent skills in direct work with children, young people and families. 4. Literate in IT including use of social media and word processing. 5. Good people and communication skills, appropriate for connecting with children, young people and families, and interacting with the church family and reaching the community. 6. Specific gift(s) or interest(s) that could be a focus for attracting young people |  | Application documentation, interview and practical exercise. |
| Qualities | 1. Able to speak with sincerity about matters of Christian faith in an informed, effective and non-judgmental way. 2. Able to relate effectively with a wide spectrum of people, both adults, children and young people. 3. Able to communicate effectively in person and in writing. 4. Able to motivate self and others and to manage use of time. 5. Able to work as part of a team. 6. Able to initiate and develop projects. 7. Able to enable young people to provide peer support. 8. Able to present a strong Christian role model. | 1. Able to set and work to goals without direct supervision. 2. Able to work in a range of social and cultural contexts. | Application documentation, interview and practical exercise. |
| Other | 1. Satisfactory Enhanced DBS disclosure. 2. Commitment to engage in professional and spiritual development. 3. Have access to appropriate transport for travel within the area. | 1. Willingness to receive spiritual accompaniment. | Application documentation and interview. |

\* *Given the nature and context of the work it is an occupational requirement that the post holder should be a communicant member of the Church of England or a full member of a church within Churches Together in Britain and Ireland in order to fulfil the main purpose of the post. This post is therefore exempt under Schedule 9 of the Equality Act 2010*