Post of School Chaplain

Person Specification

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| **Criteria** | **Essential (E) or**  **Desirable (D)** | **Method of Assessment Application (A) Reference (R) Interview (I)**  **Presentation (P)** |
| **Education**  First degree or equivalent relevant qualification Ordained Anglican Priest  Evidence of appropriate professional or ministerial development | E E D | A A  A/I/R |
| **Experience** |  |  |
| At least three years’ experience of ordained ministry | E | A/I/R |
| Experience of sustained and successful work with young people aged 11 – 18 years | E | A/I/R/P |
| Experience of nurturing young people in the Christian faith | E | A/I/R/P |
| Experience of working in a multi-cultural community | E | A/I |
| Experience of developing worship with young people | D | A/I |
| Experience of working in the education sector | D | A/I |
| Experience of developing new initiatives in partnership with others | D | A/I |
| **Knowledge, Skills and Abilities**  Shows a clear and detailed understanding of what will be involved in addressing the key tasks in the job profile  Shows a clear vision for the rôle of all school support staff in underpinning teaching and learning  Demonstrates empathy with the school’s Ethos, Mission Statement and Aims | E  E  E | A/I  A/I/P  A/I/P |

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| **Criteria** | **Essential (E) or**  **Desirable (D)** | **Method of Assessment Application (A) Reference (R) Interview (I)**  **Presentation (P)** |
| **Knowledge, Skills and Abilities (cont’d)** |  |  |
| Clear knowledge of issues faced by young people in the modern world | E | A/I/P |
| Commitment to the development of the school as a community resource | D | A/I/P |
| Commitment to the use of Information and Communications Technology for worship and administration purposes as required | E | A/I/P |
| Commitment to working as part of a team | E | A/I/R |
| Ability to reach into the local community and ensure that the school has a high profile as a learning institution with Christian values at its core | E | A/I/P |
| **Deployment of Resources**  Experience of financial planning and budget management | D | A/I/R |
| **Personal Qualities** |  |  |
| Excellent speaker and preacher, with a warm and engaging style appropriate to a multi- cultural, multi-faith school setting | E | A/I/R/P |
| Committed to working with discretion | E | A/I/R |
| Committed to setting and maintaining high standards | E | I |
| Committed to education principles which are inclusive of all pupils | E | A/I |
| Ability to work in partnership with pupils, parents, staff, governors, local clergy, church and community groups | E | I |
| Excellent interpersonal and communication skills, both oral and written | E | I |
| Willing to work with people from other Christian and faith/no faith traditions | E | A/R/I |
| Has a strong sense of loyalty | E | A/R/I |