**Person Specification – Associate Pastor (2019)**

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| **Requirements** |  | **Essential** | **Desirable** |
| **Professional Qualities** | Experience of leadership  | A I | **√** |  |
| Educated to A Level or Equivalent | A | **√** |  |
| A degree from an accredited University in Theology/Biblical Studies | A |  | **√** |
| Can demonstrate the ability to facilitate, motivate and lead teams and resolve conflict appropriately | A I | √ |  |
| Can demonstrate effective levels of oral and written communication skills | A I | √ |  |
| Good organisational skills and experience of managing effective administration processes | A I | √ |  |
| Experience of working with small groups in a church or para-church organisation | A I | √ |  |
| Experience working with children and families | A I | √ |  |
| Must hold a preaching qualification recognised by the Methodist Church, or be willing to work towards such a qualification.  | A I | √ |  |
|  |  |  |  |
| **Interpersonal Qualities** | Must be an active committed Christian | A I | √ |  |
| Effective at interpersonal communication both as a listener and a speaker across all age groups | I | √ |  |
| A proven team player able to work effectively with staff and volunteers | A I | √ |  |
| Model honesty and integrity when dealing with others | I | √ |  |
| Subject to Enhanced Disclosure & Barring Service (DBS) Check |  | √ |  |
| **Personal Qualities** | An evangelical in outlook with a passion for the development of Christian discipleship | A I | √ |  |
| A charismatic who believes in the Baptism of the Holy Spirit |  I | √ |  |
| Theology: believing in the ‘4 alls’ – all need to be saved; all can be saved; all can know they are saved; all can be saved to the uttermost | A I | √ |  |
| Demonstrate commitment to spiritual growth and a strong devotional and prayer life. | A I | √ |  |

A – Assessed by Application form

I – Assessed by Interview