

Chaplain Person Specification

	CRITERIA	Essential / Desirable
Personal Qualities	Strongly self-motivated and personally resilient	E
	A practising Christian layman or woman	E
	Committed to the spiritual and personal development of young people of secondary and primary school age	E
	Exceptional levels of personal integrity, loyalty, flexibility, reliability, confidentiality and self-awareness	E
	Strong intellect underpinned by a clear moral compass, instinct and intuition	E
	Conscientious and diligent work ethic	E
	Enjoy the company of young people and exercise patience, kindness and a sense of humour.	E
	High standard of personal presentation with an excellent attendance and time-keeping record	E
Professional Dispositions	Commitment to the Academy's Christian ethos and educational purpose and with the ability to promote Christian values	E
	Ability to be a self-starter and self-manager in working with young people and with adults	E
	Ability to work within a team structure	E
	Ability to use initiative and work in a proactive manner	E
	Flexibility, on occasions and within reason, in approach to working hours	E
Qualifications	5 GCSEs or equivalent A*-C, including Maths and English at C or higher.	E
	A-levels or equivalent.	E
	Degree or similar level vocational / professional qualifications; post-graduate qualifications	E
	Relevant qualification in counselling or mentoring at Level 2 or above	D
Experience	Proven experience of working with secondary aged young people.	E
	Proven experience of work in an educational context.	E
	Able to work effectively as part of a team	E
	Experience of organising events	E
	Experience of developing new initiatives.	E
	Proven experience of networking.	E
	Demonstrable ability to deliver imaginative and appropriate liturgical and spiritual experiences for the students	E
	Experience of working within an ecumenical context	D
	Experience of different forms of worship/ assemblies/collective worship	E
Knowledge	Understanding of youth social networking culture	E
	Knowledge of work in Urban Parishes	E
	Will have a good knowledge of safeguarding procedures	E
General Skills	Demonstrable pastoral skills	E
	Ability to plan, organise and prioritise effectively	E
	Ability to be creative in forms of worship	E
	Ability to be a champion of diversity	E
	Ability to build teams of volunteers	E
	Use of multi-media equipment for presentations	D
Communication skills	Friendly, professional, with the ability and desire to communicate effectively, confidently and accurately both orally and in writing to a full range of audiences including writing reports and features on websites, newsletters etc	E
	Excellent interpersonal skills and an articulate speaker with the ability to relate to a diverse range of people, including religious, business, academic, and secular audiences	E
	Ability to assess and diffuse confrontational situations	E