



Person Specification

December 2023

Job title:	Leader - Community development and outreach
Reporting to:	Elder(s), Leadership Team
Contract:	Permanent
Location:	47 Sandwell Road, Handsworth, B21 8NH Working from home as appropriate
Hours:	37.5 hrs/week Full time – flexible for the right candidate
Salary:	£23,400

This job carries an occupational requirement for the applicant to be a committed and mature Christian who is sympathetic with the Church's statement of faith and vision

There is a requirement to join the church as a member and attend worship regularly, becoming part of the church family

Subject to a 6 month probationary period and review

Dependent on a satisfactory Enhanced DBS check

Following a probationary period, if appropriate, the person entering this role may be asked to become an elder and trustee

Person Specification

Community outreach & development leader

Assessment by: AF – Application Form I – Interview R – Reference

Importance of criteria: E – Essential D – Desirable

Criteria	E	D	Assessment
Qualifications and experience			
Formal theological or Biblical education/ training		✓	AF
Some form of health and social care qualification		✓	AF
Experience of organising, leading and participating in a variety of forms of community outreach	✓		AF I
Experience of leading and supervising volunteers	✓		AF I
Experience of researching, planning, leading and developing community services to meet the needs of the most vulnerable	✓		AF I
Pastoral care and discipling experience	✓		AF I
Skills and specialist knowledge			
Able to self-manage and plan to meet goals	✓		AF I R
Comfortable working independently as the sole employee but also flexible to work with teams of volunteers.	✓		AF I R
Understanding of the issues and needs affecting those struggling with poverty, disadvantage, physical and mental-health needs.	✓		AF I R
Ability to network, building relationships with other services, public service providers and resources	✓		AF I R
Ability to advocate on behalf of clients of the church	✓		AF I R
Ability to teach and train	✓		AF I R
Ability to be creative and adapt training to different learning styles		✓	AF I
Good basic I.T. skills to produce and present documents, forms, presentations etc		✓	AF I R
Good working knowledge of positive use of social media and messaging apps		✓	AF I R

Criteria	E	D	Assessment
Communication and interpersonal skills			
Good listener, able to exercise empathy and patience	✓		AF I R
Ability to network, negotiate and build relationships with other services, public service providers and resources	✓		AF I R
A track record of being well-respected by the community and community leaders	✓		AF I R
Personal Qualities			
Humility and a servant heart	✓		AF R
Approachability	✓		AF R
Non-judgemental and empathetic	✓		AF R
Integrity and exemplary moral character	✓		AF R
Special Requirements			
Mature Christian, committed to living out the Bible in daily life, maintaining a healthy relationship with Jesus Christ and growing in discipleship	✓		AF I R
A heart for and sense of calling to work with our super-diverse Handsworth community	✓		AF I R
Experience of working cross-culturally		✓	AF I R
Evangelical background		✓	AF I R
Agreement with the church's basic core beliefs	✓		AF I
Satisfactory Enhanced Disclosure from the Disclosure and Barring Service	✓		

Candidates short-listed for interview may be asked in advance to give a short presentation or talk on one of the aspects of the Job Description.