



Person Specification for the Director of Scargill Movement

Personal qualities

- The Director will have a committed, mature and lively Christian faith. Motivated by God's grace and a generous spirit, they will demonstrate a love for Jesus and for people and wholeheartedly endorse the Scargill vision of 'lives shared, lives transformed with Jesus at the centre'.
- They will be a person of prayer and reflection, rooted in the Scriptures and their application to the realities of life, so that they can nurture the spiritual lives of community members and guests.
- They will be someone who is personally mature, self-aware and secure in their own identity; able to withstand the knocks and challenges that are part of community life and leadership, but also flexible and willing to change. Living on Community can be physically and psychologically, as well as spiritually, challenging, and the Director will require a proven resilience alongside an ability to listen to and learn from others. They will be self-motivated, able to organise their time and relax when off-duty.
- They will have a track record of visionary leadership in a Christian context with the ability to think strategically and to inspire and motivate others. They will have a sensitivity to listen to and help to articulate what the Holy Spirit is saying to the Scargill Movement as we travel together into God's future. They will be someone with an adventurous heart, who is flexible, willing to be responsive to the needs of Community and guests in the context of our ever-changing world.
- Someone with the ability to think and communicate clearly and theologically, alongside a pastoral and evangelistic heart.
- Someone who values the culture of welcome and inclusive hospitality at the heart of Scargill, being willing to work with and respect those of divergent opinions.
- Someone who enjoys being with people, nurturing creativity and having fun!
- Someone with a desire to grow and develop their understanding of Community as a sign of the kingdom; a reflection of the life of the Trinity, where relationships with God and one another are nurtured.

Experience

Essential

1. A commissioned leader, ordained or lay, of a church affiliated to the “Churches Together in Britain and Ireland”.
2. Experience of building community amongst diverse groups of Christian people as an ordained or accredited lay minister.
3. A proven collaborative leadership style, with the ability to give a firm but gracious lead, whilst also being a team player. Experience in managing and working with a core leadership team with shared responsibilities.
4. The ability to facilitate shared ministry - recognising gifts in others and encouraging and enabling them to use them and assume responsibility.
5. Experience of engaging with both clergy and lay people, Christians of all denominations and non-churchgoers, with the ability to plan, develop and deliver a relevant and varied guest programme.
6. A gifted speaker who has experience of spiritual renewal and the ability to plan and value a wide variety of styles of worship.
7. An understanding of contemporary culture and experience of different approaches to mission and ministry in a fast-changing context.
8. Can demonstrate that they understand the cultures of young people and those from overseas, whilst valuing intergenerational and cross-cultural experiences.
9. Experience in financial management in the context of church work, in order to participate in the business administration of Scargill.
10. A person who will foster good relations with the local community, the Diocese of Leeds, the Lee Abbey Movement and our partners.
11. Evidence of engaging with the environmental and ecological context of ministry, which would demonstrate an ability to understand and value Scargill’s place in the context of the beauty, environment and economy of the Yorkshire Dales National Park and nurture our commitment to an ecologically sustainable lifestyle.
12. A track record of engaging with and motivating a variety of volunteers and volunteer groups.

Desirable

13. Experience leading a large team or organisation.
14. Experience of speaking at and leading conferences similar to those which will take place at Scargill.
15. Experience of urban ministry and the awareness of rural ministry.
16. Experience of working with those of other faiths.
17. Involvement with and experience of operating during a substantial building development project is desirable but not essential.

If the Director is married, their spouse will be expected to share a call to Community and be fully committed to the life of Scargill. They are not automatically expected to take on a particular role but, as with others joining Community, will be helped to discern their own sphere of ministry. If there are children still living in the family home and requiring care, suitable provision will be made for this.