

The Bishop of Winchester Academy			
Person Specification			
Chaplain			
This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in your written application and where appropriate you should give examples of how you meet the criteria.			
	Essential	Desirable	Method of Assessment
<b>Ethos</b>			Application – A Interview - I
Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.	✓		I
Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.	✓		I
In sympathy with the ethos of the academy, including a commitment to co-operation and helpfulness and a concern for the wellbeing of others	✓		I
All academy post-holders are expected to contribute to the development of young people and the community.	✓		I
<b>Experience</b>			
Minimum of 2 year's experience of working with children and young people	✓		A & I
Significant pastoral experience in a faith community setting		✓	A & I
Experience of facilitating groups		✓	A & I
Experience of working as part of a multi-disciplinary team		✓	A & I
Working in a school environment		✓	A & I
Experience of leading and/or organising assemblies, Acts of Collective Worship etc	✓		A & I
<b>Skills, Knowledge and Abilities</b>			
Excellent organisation and administrative skills	✓		A & I
Excellent communicator	✓		A & I
Ability to recognise and appreciate the confidential nature of some work undertaken and to work to academy policies	✓		A & I
Ability to work effectively with other colleagues	✓		A & I
Ability to work independently, managing own workload and use initiative	✓		A & I
Good written and verbal communication skills	✓		A & I
Excellent interpersonal skills both in working relationships with young people and in forming effective professional relationships with a wide range of contacts	✓		A & I
Committed to working in ecumenical and multi-faith settings	✓		A & I
Confidence to lead, inspire and contribute own ideas and initiatives and be a visible presence in the academy	✓		A & I
Ability to relate well and motivate students and staff	✓		A & I
<b>Education, Training and Qualifications</b>			
Degree in Christian theology or related subject	✓		A
Belong to a church that is a member of Churches Together in England and of good standing with that church	✓		A
Therapeutic training or qualification in working with children and young people		✓	A
<b>Personal and other</b>			
Practicing Christian*	✓		A & I
Fully committed to all Academy Policies	✓		A & I
Willingness to attend relevant training	✓		A & I
Flexibility and a readiness to undertake a wide range of tasks	✓		A & I
Ability to work outside of normal office hours on occasions	✓		A & I

\* In order to comply with the religious ethos of the academy this is a Genuine Occupational Requirement under the Employment Equality (Religion or Belief) Regulations 2003.