



College Lay Chaplain

Person Specification

The person specification outlines what is essential/desirable for the College; other strong experience and qualifications may be considered. We are seeking a committed individual with a positive, professional, 'can do' approach to your work and someone who is willing to go the extra mile to ensure excellence.

We are proud to be a Catholic College with a distinctive Jesuit ethos and seek to recruit the best staff we can. As such, our staff is made up of Catholic and non-Catholic staff who work together to uphold our Catholic values.

Personal Qualities	<i>Essential</i>	<i>Desirable</i>
Practising Catholic who is confident and resilient in their faith.	✓	
Passionate believer in the concept of servant leadership and the willingness to place students at the center of all decision-making.	✓	
Relentless commitment to uphold, nurture and live out the school's faith vision.	✓	
Supportive of the vision and values of the Catholic Church and Society of Jesus.	✓	
A relational leader able to inspire commitment, enthusiasm and collegiality from all stakeholders.	✓	
Values diversity and the dignity of every individual, recognising their unique God-given gifts and talents.	✓	
Demonstrates the highest professional standards and expectations at all times.	✓	
Team player.	✓	

Professional Experience	<i>Essential</i>	<i>Desirable</i>
Experience of working with teenagers in a Catholic setting.	✓	
Experience of leading a broad range of Catholic worship.	✓	
Experience of contemporary youth culture.	✓	

Skills, Abilities and Knowledge	Essential	Desirable
Excellent communicator both verbally and in writing.	✓	
Creative liturgist who is able to create meaningful worship for all.	✓	
Able to take an open, rational and intelligent approach to issues of life and faith.	✓	
Strong listening skills.	✓	
Ability to empathise.	✓	
Understanding and appreciation of the different social and cultural backgrounds of our students and be committed to inclusion.	✓	
Able to deal with difficult situations, maintaining appropriate confidentiality and being sensitive to the needs of individuals whether they are students or members of staff.	✓	
IT skills including the ability to produce high-quality resources.		✓
Be professional in all aspects of their work including presentation and dress	✓	
Ensure that all work is completed to high standards and that deadlines are met	✓	
Be (or become) skilled in the use of the school information database system (BromCom)	✓	
To be solution-focused and have the initiative and research skills to acquire information when required, or to acquire appropriate help.	✓	

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work in a school environment
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Positive attitude to use of authority and maintaining discipline