

Skills, abilities and knowledge	Essential	Desirable
Preaching using the Bible as primary source.	✓	
Ability to preach, teach and minister to a membership with a broad range of understanding of their Christian faith.	✓	
Experience in leading worship in different congregational settings including formal, informal and interactive.	✓	
Ability to engage with people with little or no church connection.		✓
A commitment to partnership working, maintaining and developing links with other churches and organisations locally.		✓
Ability to strengthen links with the local community and parish.	✓	
Ability to carry out empathetic and effective pastoral care, with the support of a pastoral care team.	✓	
Experience of working in a school environment, contributing to a school chaplaincy team with experience in planning and delivering suitable material.		✓
A passion for attracting and encouraging young families and missing generations into the life of the church.	✓	
Experience of working with children, young people and families and an understanding of the issues facing them.	✓	
Demonstrate an ability to encourage good practice in working with and motivating volunteers.		✓

Personal Qualities	Essential	Desirable
Ministry based on and shaped by the Bible.	✓	
Prayer at the centre of Ministry.	✓	
Ability to communicate effectively with people of all ages, using highly developed interpersonal skills.	✓	
Able to lead the congregation in new directions, trying different ways of working and trying new initiatives.	✓	
A passion for developing the spiritual life of the congregation.	✓	
Proven ability to work collaboratively with colleagues and contribute to effective team working.	✓	

Educational Requirements	Essential	Desirable
<p>An ordained Church of Scotland Minister, or</p> <p><i>A probationer of the Church of Scotland who is now eligible for ordination, or</i></p> <p><i>An ordained Minister of a partner church in good standing with his or her Church who has undergone the Church of Scotland admission process, or</i></p> <p><i>Eligible for Ordination to the Ministry of Word and Sacrament of the Church of Scotland in terms of the Acts of the Assembly.</i></p>	✓	
<p>Ongoing commitment to continuing professional development.</p>	✓	