



PERSON SPECIFICATION

Job Title: Community Pioneer

	Essential	Desirable	Method of Assessment
Education & Training			
Qualification in a relevant discipline (e.g., Theology, Mission, Christian ministry, Pioneering, Community Work and/or Theology).		✓	A, Q
Excellent interpersonal and communication skills.	✓		A, I, P
IT literacy and confidence in using social media for communication and outreach.	✓		A, I
Proven Ability			
Ability to engage meaningfully with people from a wide range of backgrounds, including people of faith and none.	✓		A, I
Able to inspire, enthuse and care for a supportive group of volunteers.	✓		A, I
Ability to organise and facilitate family-based activities and community events.	✓		A, I
Proven experience in developing or leading fresh expressions of church or Christian community initiatives.		✓	A, I
Organisational and time management skills including the ability to set priorities, manage a varied workload, and work with minimal supervision.	✓		A, I, P
Special Knowledge & Skills			
A good networker, a good listener, able to develop relationships with key people who know their community.	✓		A, I
Evidence of creativity and an ability to teach and encourage disciples and equip them to serve in mission, ministry and outreach.		✓	A, I
Understanding of working in rural or small-town communities, including awareness of their challenges and opportunities.		✓	A, I
Experience or background in mental health, wellbeing, or social care initiatives.		✓	A, I
Any Other Requirements			
A clear calling to pioneering ministry and a commitment to and well-developed Christian faith.	✓		A, I
Ability to work independently and collaboratively.	✓		A, I

Commitment to inclusivity and to creating a church culture that is welcoming, safe, and open to all.	✓		A, I
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Method of Assessment: A – Application Form, I – Interview, W – Written exercise, P – Presentation, G – Group exercise, Q – proof of qualification (certificates or transcripts)
(We reserve the right to assess any other aspects of the role in a format not previously described)