

PERSON SPECIFICATION (Oct '09)

JOB TITLE: CHAPLAIN

	Essential	Desirable
Qualifications:	<p>Theological training Authorised to minister by an appropriate ecclesiastical authority or equivalent. To be of 'good standing' within that denomination. Training in listening/ counselling / communication.</p>	<p>Advanced communication skills training and/or counselling qualification Teaching qualification Evidence of continuous development in spirituality related education. Willing to undertake training/study in palliative care Degree in Theology</p>
Experience:	<p>5 years ordained ministerial experience. Experience of working with loss, death and dying. Experience of delivering education and training to professionals. Experience of working within a team.</p>	<p>Chaplaincy in a healthcare situation. Work within a hospice setting. Management experience Experience in counselling or supervision/staff support</p>
Personal Skills:	<p>Knowledge of faith and cultural identities. Knowledge of the impact of death and dying on spiritual development and health. Ability to work ecumenically and with clergy/ministers in the local community. Ability to provide emotional and spiritual support at a time of crisis. Ability to facilitate the expression of spiritual concerns in patients, carers, staff & volunteers. Ability to manage, lead and develop a small team. Ability to lead services of worship. Ability to get alongside others and cross boundaries of belief and culture. Ability to organise and to manage time effectively. Ability to motivate others. Ability to present and teach.</p>	<p>Knowledge of loss and bereavement theory. Knowledge of palliative care. Broad management skills.</p>

<p>Personal Characteristics/ Qualities:</p>	<p>No significant bereavement in the last 2 years. Spiritually mature. Committed to own spiritual growth. Self aware. Excellent communicator with individuals and groups. Good listener. Good interpersonal skills. Emotionally stable. Approachable. Ability to cope with sustained distress and remain resilient. Sensitive to the needs of others. Motivated and conscientious. A sense of humour. Team player with ability to work in a large team and work collaboratively. Flexible.</p>	<p>Self-reliant. Creative. Perceptive. Committed to the Hospice as a community.</p>
<p>Other:</p>	<p>Car owner. Hold a current driving licence. Ability to cope with unsocial hours and long periods on-call. Ability to use a computer. Access to supervision with a spiritual advisor/director.</p>	