



**THE DIOCESE OF  
SHEFFIELD**

Church House  
95-99 Effingham Street  
Rotherham, S65 1BL

## Role Description

### Details of Post

**Role Title:** Vicar of Doncaster and Oversight Minister of Doncaster City Centre

**Name of Benefices:** Doncaster Minster (Doncaster St James to be added in due course as the Mission Area is formally created)

**Deanery:** Doncaster

**Archdeaconry:** Doncaster

### Context

This is a Mission Area of 2 parishes and two church buildings, with a Bishop's Mission Order for a Pioneer Ministry in the City Centre. You will be the Oversight Minister for a new Mission Area once it is formalised, to include being Vicar of the parish of Doncaster Minster and (in due course) Priest in Charge of Doncaster St James, additionally working in partnership with the new Bishop's Mission Order at St Vincent's (for which you will have no direct legal responsibility).

The role of Oversight Minister is to work in partnership with the Bishop, Archdeacon, Associate Archdeacon- Transition Enabler, fellow Clergy, Focal Ministers and Lay Leaders, and all the baptised members of the Diocese of Sheffield, to help realise the diocesan strategy to be a flourishing and generous Diocese of Sheffield by 2025: Renewed, Released and Rejuvenated!

We seek to be a diocese Renewed in the grace and power of God, by a constant reliance on the Holy Spirit. We seek to be a diocese Released from the constraints which hold us back from mission, and released, as the whole people of God for the whole mission of God. We seek to be a diocese Rejuvenated — partly through a dedicated and sustained programme of outreach to families, children and young people, and partly through the creation of 75 new congregations, including 25 in our church schools.

## Role Purpose

The role of the stipendiary incumbent is defined 'semi-episcopally' as an 'Oversight Minister', to grow healthy local churches by working collaboratively with others in four interrelated ways:

- 1) To oversee mission and ministry in the Mission Area.
- 2) To resource the whole people of God for the whole mission of God.
- 3) To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England.
- 4) To identify, nurture and develop leaders of the Mission Area.

***The General responsibilities for Oversight Ministers can be found on the Diocesan website and the Person Specification for Oversight Ministers are Found in Appendix 1.***

The aim of this role description is to clarify expectations and parameters, to ensure that the role holder has the best possible chance to flourish. The specific responsibilities will be reviewed and refreshed regularly as part of the MDR process.

## Specific Responsibilities

- 1) To oversee mission and ministry in the Mission Area
  - Share in the cure of souls across the whole Mission Area, developing strategies for connecting with, serving and witnessing to those who are resident in the area
  - Provide oversight, guidance and leadership, fostering a culture and practice of collaboration and teamwork and enabling the discernment, development and implementation of vision in the form of a Mission Action Plan.
- 2) To resource the whole people of God for the whole mission of God
  - Enable every church member to discern, develop and grow in the exercise of the gifts given them by God
  - Enable all God's people to grow in their understanding of the mission of God and in confidence in their own calling as full participants in the outworking of that mission
  - Work with others to ensure a flourishing children and youth ministry within reach of every young person in the Mission Area



## Appendix 1.

### Person Specification- An Ordained Minister

|   |   | Essential | Desirable |
|---|---|-----------|-----------|
| <b>Qualifications and personal attributes</b> | <ul style="list-style-type: none"> <li>Recommended by their Bishop as suitable for Common Tenure Primary Responsibility</li> </ul>  | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Shows capacity to foster collaboration between lay and ordained ministers (licensed, commissioned and authorised) and lay leaders</li> </ul> | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Committed to mutual flourishing envisaged in the Five Guiding Principles</li> </ul>  | ✓         |           |
|   | <ul style="list-style-type: none"> <li>In Holy Orders for not less than three years</li> </ul>  |           | ✓         |
|   | <ul style="list-style-type: none"> <li>Experienced in leadership and skilled in sensitive change management</li> </ul>  |           | ✓         |
| <b>Character</b>                              | <ul style="list-style-type: none"> <li>Models leadership on the example of Christ</li> </ul>  | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Collaborative</li> </ul>   | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Excited about mission and the diocesan vision and strategy</li> </ul>  | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Committed to the breadth of tradition in the Church of England and mutual flourishing</li> </ul>   | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Strong and mature personal faith, nourished by well-established patterns of prayer, worship, reflection and study</li> </ul>                 | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Accountable.</li> </ul>  | ✓         |           |
|   | <ul style="list-style-type: none"> <li>Open to lifelong learning and development</li> </ul>   | ✓         |           |

|            |   |   |   |
|------------|---|---|---|
|            | <ul style="list-style-type: none"> <li>Recognised as resilient, stable and trustworthy</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Self-aware and self-accepting</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Cares for self and for key personal relationships.</li> </ul>  | ✓ |   |
| Experience | <ul style="list-style-type: none"> <li>Building, leading and facilitating teams, shared decision-making</li> </ul>  | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Energising and enabling others in forming vision and in strategic planning</li> </ul>  | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Working collaboratively, exercising accountability and delegation</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Encouraging trust in God</li> </ul>  | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Discerning, nurturing and developing the skills of others</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Helping others shape and engage in mission and evangelism appropriate to the local context</li> </ul>  | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Knowledge, understanding and experience of diocesan and church structures, policies, and practices including Safeguarding, finance and governance</li> </ul> | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Taking responsibility for personal well-being and nurture</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Enabling others in their practice of self-care and personal development</li> </ul>   | ✓ |   |
|            | <ul style="list-style-type: none"> <li>Conflict management</li> </ul>   |   | ✓ |
|            | <ul style="list-style-type: none"> <li>Entrepreneurial skills, including responsible risk-taking</li> </ul>   |   | ✓ |
|            | <ul style="list-style-type: none"> <li>Holding the big picture</li> </ul>   |   | ✓ |

|  |  |  |   |
|--|--|--|---|
|  | <ul style="list-style-type: none"> <li>Enabling others in reflection, review and developing the mission and ministry of the church</li> </ul>      |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Building community through relationships of trust</li> </ul>  |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Inter-personal skills, including listening, communication, and exercising emotional intelligence</li> </ul> |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Organisational skills and administration</li> </ul>   |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Working with different generations and inter-generationally</li> </ul>                                      |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Pastoral supervision and reflective practice</li> </ul>   |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Coaching and mentoring</li> </ul>   |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Working with different theological perspectives, church tradition, culture and life experience</li> </ul>   |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Initiating and enabling working relationships between church, Mission Area, deanery and diocese</li> </ul>  |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Handling a complex workload, prioritising and balancing competing demands</li> </ul>                        |  | ✓ |
|  | <ul style="list-style-type: none"> <li>Making appropriate pastoral provision for leaders.</li> </ul>   |  | ✓ |