



Diocese in Europe

The Pro-Cathedral of the Holy Trinity, Brussels

POST: Senior Chaplain and Chancellor

PERSON SPECIFICATION

The ideal candidate will help shape and develop a diverse and dynamic city centre church equipped to serve in our time; and embody these three key characteristics:

- (i) **Enthusiasm to hold a wide breadth of theological traditions and styles of worship together to relish our differences in faith and hope.**
- (ii) **Effective at working in a multinational, multilingual environment with a wide diversity of people working together in the spirit of mutual love and harmony.**
- (iii) **Be a Team Player who can motivate, encourage and delegate effectively, while modeling a prayerful and graceful work ethic.**

1) QUALIFICATIONS / TRAINING

Applicants for the post should:

Essential

- a) Be an ordained priest in the Church of England, of the Anglican Communion or of a church in communion with them both.
- b) Have satisfactorily completed Initial Ministerial Education 2 or equivalent.
- c) Clearly communicate, preach and offer pastoral care in fluent English.
- d) Attain CEFR B2 Level of French language capability within 30 months of being in post.

Desirable

- e) Further academic qualifications in theology or other areas of relevance to the post.
- f) Able to preach and provide pastoral care in French.
- g) Speak, or be open to learning Dutch or other languages.
- h) Willing to engage in further training to enhance skills as necessary.

2) EXPERIENCE

Candidates equipped for the role will be able to demonstrate experience and understanding in the following areas:

Essential

- a) **Substantive Leadership Experience:** Substantial previous professional work and leadership experience (10 years or more), either in or outside of the church, of which a significant amount should be in post-curacy pastoral ministry.
- b) **Diverse Cultural Experience:** Experience working among diverse nationalities, cultures, traditions, and socio-economic backgrounds.
- c) **Versatility in Worship Styles:** Experience in, comfort with, and enjoyment in leading different service and worship styles.

- d) **Anglican Theological Spectrum:** Experience in, respect for, and excitement about ministering to people from the full breadth of the Anglican theological spectrum and for others who come from other church traditions.
- e) **Competent Administrator:** Experience as a competent administrator, able to facilitate an active team in areas such as finance, administration, building management, and other legal requirements.

Desirable

- a) **Professional Experience:** Practical experience gained from the worlds of social work, education, business or other spheres.

3) KNOWLEDGE, SKILLS AND COMPETENCIES

Candidates will be able to demonstrate that they possess the following attributes:

Essential

- a) **Spiritual Foundation:** Demonstrates a strong spiritual grounding through regular worship, prayer and spiritual disciplines.
- b) **Leadership and Team Management:** Exhibits the ability to lead and manage a team effectively. This includes working with, equipping, and empowering both clergy and laity in their respective ministry areas. The candidate should be skilled in delegation and encouragement.
- c) **Visionary and Inspirational:** Possesses a clear and inspiring vision for the church's potential and is able to cultivate a shared vision among the congregation, grounded in its diversity.
- d) **Inclusivity:** Possesses a thorough understanding of what it means to be welcoming to a wide range of people. Capable of guiding the church along this path with sensitivity and cultural awareness.
- e) **Pastoral Engagement:** Demonstrates the ability to engage with and provide pastoral support to people of all ages, including children, students, families, and older people.
- f) **Worship Service Development:** Skilled in developing the unique styles of various services, aiming to grow individual congregations while maintaining a unified Holy Trinity Church identity.
- g) **Effective Preaching:** Proficient in preaching deep, accessible, theologically and scripturally sound sermons that are inspirational, strengthening, challenging, comforting, and relevant to everyday life.
- h) **Confidence in High-Profile Roles:** Capable and confident in fulfilling the role of Senior Chaplain of a Pro-Cathedral, including any associated diplomatic liaison work. Should have a clear understanding of the church's role in broader contexts.
- i) **Collaborative Spirit:** A committed team player who can both lead and collaborate effectively within the church community.

Desirable

- a) **Music in Worship:** Has a developed, informed, and inspired sense of the role of musical worship in services, along with an appreciation of different worship styles.
- b) **Interfaith Approach:** Demonstrates an understanding and application of an ecumenical and interfaith approach in various contexts.
- c) **Social Media and other IT Communication Skills:** Possesses a strong understanding of communication techniques and approaches. Competent in using various IT tools for mission and communication, both within the church community and with external audiences, maintaining a strategic perspective.
- d) **Diplomatic skills:** Able to work with the international institutions based in Brussels and form relationships at both an individual and corporate level.

4) GENERAL ATTRIBUTES

Essential

- a) **Safeguarding Commitment:** Can demonstrate the importance of safeguarding in the church context and ensure the church meets the highest standards in this area.
- b) **Humility and personal integrity:** Approachable and genuine, with a 'people-focused' demeanor, able to show concern, warmth and understanding.
- c) **Creating a learning culture:** Ability to foster life-long learning, with a willingness to engage regularly with children and youth.
- d) **Social Justice:** Supports and develops the social, environmental, and racial justice work within the church.
- e) **Leadership by Example:** Leads by example, demonstrating faith, authenticity, humility, vulnerability, and compassion.
- f) **Ministry of Welcome:** Embraces the ministry of welcome, promoting the church as a place of 'belonging' and supporting the Holy Trinity's welcome statement.
- g) **Ecumenical:** Willing to work ecumenically with other churches and interfaith groups in Belgium.

5) OTHER

Essential

- a) **Talent Mobilisation:** Able to stimulate and mobilise talents and gifts in others. This includes a focus on stewardship and fundraising to support the activities of the church.
- b) **Open and Transparent Approach:** Exhibits an open and transparent approach in interactions.
- c) **Commitment to Development:** Shows willingness to be involved in continuing personal and professional development for themselves, clergy and laity.
- d) **Diversity Appreciation:** Able to employ, enjoy and cherish the wealth of the diversity of the congregation.
- e) **Eco Church Journey Support:** Endorses and supports our role and journey as an Eco Church. (<https://ecochurch.arochoa.org.uk>)

Desirable:

- a) **Vocation Support:** Able to support individuals discerning their vocation, whether for the priesthood or other forms of ministry.
- b) **Unconscious Bias Commitment:** Knowledgeable of unconscious bias, including an understanding of how it can impact decision making, interactions, and inclusivity within the church community.
- c) **Mission Support:** Supportive of our various mission partners.