

Person Specification (role requirements)

Job Title: Chaplain

Location:

Essential Criteria

Education and Qualifications

- Educated to degree level or equivalent

Experience

- Minimum 5 years' recent experience in pastoral care
- Experience of collaborative working in an all faiths/ecumenical context
- Experience of managing people e.g. volunteers including assisting with performance management, recruitment and instigating new ways of working

Key Skills and Competencies

- Excellent organisational skills with the ability to plan and balance priorities
- Excellent communication skills and an ability to relate to people from different backgrounds whether they belong to a faith community or not
- Compassion, integrity and empathy are required to be with people in distress as well as the ability to –
 - communicate in a variety of settings, to achieve cooperation and influence others
 - communicate unpleasant and sensitive information, to resolve conflict
 - work within a multidisciplinary team with a friendly, welcoming and supportive manner
- Ability to develop and promote effective interpersonal relationships with colleagues in the health care setting
- Computer literacy
- Effective time manager, good at prioritising and delivering objectives
- Self managing, highly self motivated and able to take initiative

Knowledge

- Knowledge of minority faith groups and ethnic cultures with a commitment to interdenominational and interfaith working and liaison
- Knowledge of bereavement models and theories

General

- Must be fit to undertake the requirements of the role
- Must be able to work within the Hospice philosophy and values
- Must be able to work within professional boundaries (i.e. client work)
- Must be able to interact effectively and responsively with other departments

- High degree of flexibility required as working unsociable hours may sometimes be required
- Must have a comprehensive understanding of confidentiality in accordance with hospice policies and codes of professional conduct within the organisation as a whole

Personal Development

- Engagement with and commitment to his/her own professional and personal development including supervision, reflection on practice and attention to his/her own spiritual and emotional needs

Personal Characteristics

- Commitment to equal opportunities and a proven ability to work within a diverse work culture.
- Flexible and adaptable approach to work demands
- Ability to cope with conflicting priorities
- Resilient but self aware
- Positive work life/balance
- Enthusiastic and visionary

Attitude and approach

- A creative and proactive approach to all areas of work
- Shows commitment to the highest standards of professional and corporate conduct, accountability and openness.
- Strong team working orientation, with the ability and social skills to work collaboratively with Heads of Department and staff at all levels
- Ability to work and apply rules and regulations with tact and diplomacy.

Desirable Criteria

- An ordained minister of religion of an established church.
- Experience within a healthcare setting/charity/voluntary sector