

Person Specification

Vicar – St James, Haydock



Diocese of
Liverpool

Each of the following criteria may be assessed via: (a) application form; (i) interview; (p) presentation

	Essential requirements	Desirable requirements
Qualifications	Theological studies	Previous experience in secular employment.
Theological	<p>Good understanding of sacramental theology and anglo catholic liturgy and worship.</p> <p>A love for the scriptures and for preaching/teaching</p> <p>Commitment to the ministry of the whole people of God particularly in the development of lay leadership and discipleship.</p>	<p>Demonstrates depth and breadth of theological understanding,</p> <p>Commitment to the theological understanding and development of fresh expressions of church</p>
Spiritual / Personal qualities	<p>Fully embraces the diocesan bishop's Growth Agenda</p> <p>Be a person of integrity and courage</p> <p>Sympathy with the values and ethos of the Church of England</p> <p>Personal discipleship through pattern of prayer, study of scripture and spirituality</p> <p>Demonstrate sensitivity in dealing with people and change</p> <p>A proven problem solver with resilience and flexibility.</p> <p>Creative and able to identify new ways mission/service</p>	<p>A love of church music and able to encourage music in the service of worship</p>
Vision and Leadership	<p>Able to lead the parish in mission with conviction and enthusiasm</p> <p>Commitment to developing Schools Ministry.</p> <p>Able to stimulate, challenge and open eyes to new vision</p> <p>Able to build, lead and work with a team of ordained and lay colleagues</p>	<p>Have experience and understanding of an urban church setting</p> <p>Be responsive and flexible to emerging needs</p> <p>Experience of schools ministry</p> <p>Has experience of helping churches to grow numerically and spiritually.</p> <p>Ability to establish effective pastoral care.</p>

	<p>Have the capacity to discern, along with others, the needs of the parish within the wider context of Growth planning</p> <p>An effective communicator and teacher</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p>	
Managerial	<p>Able to initiate and encourage change</p> <p>Able to delegate and devolve responsibility</p> <p>Have good time-management and self-organisation skills</p>	Able to manage the administration of projects and contribute to Deanery life
Financial	Awareness of financial issues and procedures	
IT Skills	Have a functional level of computer literacy	Understanding of social media and communication
Experience	Experience in working across churches and local community groups.	<p>Experience of leading or managing volunteers</p> <p>Able to teach in different styles</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Able to facilitate meetings</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	<p>Project management skills</p> <p>Ability to facilitate events and teaching sessions</p> <p>Presentation skills</p> <p>Able to network effectively</p> <p>Ability to develop materials and resources</p>

The Employment Equality (Religion and Belief) Regulations, Section 7.2 applies to this post

This post will require an enhanced check from the Disclosure and Barring Service (DBS), together with a check of the barred lists. These will be renewed at least every five years.