

Person Specification

Team Vicar – Wigan East



Each of the following criteria may be assessed via: application form; interview or presentation

	Essential requirements	Desirable requirements
Qualifications	Ordained (recognised by the Church of England) Completion of a recognised course of theological studies.	
Theological	'Seeks first the kingdom and its righteousness' with a commitment to see the people and places of Wigan transformed, as well as the church. Broad-based theological understanding, willing to release the whole people of God in a mixed ecology of church.	Experience of serving church communities with a variety of ecclesial traditions.
Spiritual / Personal qualities	An enabler that helps others grow as disciples of Jesus in knowledge, attitude and action. A humble and caring pastor who loves to encourage and support people Positive team player who works with others to find wisdom, resilience and ways to overcome challenges.	Good sense of humour A person of deep prayer Calm, reassuring presence in the midst of change with experience of handling disputes and conflict with grace, sensitivity and firmness.
Vision and Leadership	Proven relational leader who engages with people and builds trust with clear communication. Flexible thinker with a history of seeing opportunity and creating new community.	Has worked in a team context. Has some experience of animating new culture in an organisation
Managerial	Prioritises the important in a tempest of urgent demands. Devolves responsibility & delegates tasks yet maintains accountability. Is aware of financial issues and	Has experience of leading teams.

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	<p>procedures.</p> <p>Has profound grasp of safeguarding.</p>	
Financial	Willingness to lead an annual cycle of stewardship	
IT Skills	Have a functional level of computer literacy	Understanding of social media/comms

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 three years.