

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), and signed off for incumbent level ministry	
Theological	Commitment to the ministry of the whole people of God Demonstrates deep listening to God, Scripture, the community and church to help shape plans Commitment to the Five Guiding Principles of the House of Bishops of the Church of England. This is a parish which values the ordained ministry of women. Willing to work across a range of church styles within the broad Church of England evangelical tradition	Commitment to the theological understanding and development of fresh expressions of church and missional communities
Spiritual / Personal qualities	Able to work effectively and flourish in a team setting; a proven team leader and encouraging colleague Open hearted and welcoming to all Collaborative and consultative Approachable and good listener Empathetic and prayerful Resilient and flexible Sense of humour	
Vision and Leadership	Experience of working across a team, and of forging new ways of working as a newly shaped team is formed	Experience of partnership working to deliver projects Experience of delivering change including numerical and spiritual growth

	Essential requirements	Desirable requirements
	An effective communicator and leader Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation Able to identify and release new leaders through encouraging gifts in others A people-person with a strong pastoral instinct who will be active in the local community	
Managerial	Excellent administrative skills and organisational ability Understanding of church governance and ability to chair PCC and ensure compliant governance Experience of co-ordinating the management of people, resources and buildings Experience in forming, developing and managing a team of leaders who take responsibility for their roles	Experience as a charity trustee beyond the church Experience as a training incumbent
Financial	Good awareness of financial issues and procedures, and the ability to implement and monitor compliance	Experience of leading an annual cycle of stewardship and encouraging generosity in giving
IT Skills	Have a competent level of computer literacy	Able to use social media to connect with local community
Experience	An established track record of ministry to young families, children, and youth. Experience of Schools ministry Experience of leading or managing volunteers	Experience in working across a team of churches and in leading worship in a range of styles
Knowledge and skills	Ability to work as a member of a team and on own initiative Excellent communication skills	Experience of leading small groups to lead the Church into growth

	Essential requirements	Desirable requirements
	Experience of nurturing new Christians Commitment to personal and professional growth Commitment to promote A Safer Church for all. Current safeguarding training at leadership level, and a demonstrable commitment to leading a parish in exemplary safeguarding practice.	

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.