

Person Specification

Priest in Charge – Kirkdale Churches



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	Can demonstrate application of theological learning to pastoral situations Commitment to the ministry of the whole people of God (Setting God's people free) Demonstrates deep listening to God, the community, church life and scripture to help shape plans Comfortable leading worship in the low church/evangelical tradition Willing to work within the 5 Guiding Principles, and specifically comfortable in this context in affirming and working with an ordained female SSM colleague	Commitment to the theological understanding and development of fresh expressions of church and missional communities Experience of leading theological reflection and small group teaching in ways which connect with diverse and deprived communities
Spiritual / Personal qualities	Has an active Christian faith based on regular worship, study of the bible and prayer Has a passion for working with people in the community Committed to life long learning and developing their knowledge and understanding A proven problem solver with resilience and flexibility	Able to handle disputes and complaints with grace and firmness as required An entrepreneurial spirit, open to new ways of working Experience in partnering with the wider community including ecumenical colleagues and those of other faiths and none
Vision and Leadership	A people-person with a strong pastoral instinct who will be active in the local community	Have experience and understanding of ministry within a deprived urban church setting

	Essential requirements	Desirable requirements
	An effective communicator and leader Able to lead and work well within a team of ordained and lay colleagues – commitment to team working as the Deanery explores pastoral reorganisation under the diocesan Fit for Mission strategy Able to identify and release new leaders through encouraging gifts in others	Responsive and flexible to emerging needs Experience in leading a congregation to identify, explore and pursue local mission opportunities, for church growth
Managerial	Capable of prioritising and focussing on key things Able to delegate and devolve responsibility keeping people to account for their areas of responsibility	Experience of coordinating the management of people, resources and buildings Have good time-management and self-organisation skills
Financial	Awareness of financial issues and procedures Willingness to lead an annual cycle of stewardship	Understanding and commitment to advocating for the diocesan parish share model (Deanery parish share) and the parish giving scheme
IT Skills	A functional level of computer literacy Enough understanding of social media/comms to be able to plan and delegate to others	Understand web sites, social media communication and design
Experience	Experience of leading or managing volunteers At least three years full time experience of ordained parish ministry: this could be a first post of responsibility for the right person	Experience of bringing a team of churches together and establishing healthy ways of working across a team of churches Experience of working within a multi-cultural context / parish
Knowledge and skills	Able to chair and facilitate meetings; good understanding of parochial governance An understanding of and commitment to the highest standards of safeguarding of children and vulnerable adults	Ability to facilitate events and teaching sessions

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.