

# Person Specification

Vicar – All Saints with St Frideswyde Crosby



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

	Essential requirements	Desirable requirements
<b>Qualifications</b>	Ordained (recognised by the Church of England)	
<b>Theological</b>	<p>Commitment to the ministry of the whole people of God</p> <p>Commitment to the theological understanding and development of fresh expressions of church and missional communities.</p> <p>Commitment to the Five Guiding Principles of the House of Bishops of the Church of England</p> <p>Demonstrates deep listening to God, Scripture, the community and church to help shape plans</p>	
<b>Spiritual / Personal qualities</b>	<p>Open hearted and welcoming to all</p> <p>Passionate to see spiritual growth in others</p> <p>Confident and energetic</p> <p>Collaborative and consultative</p> <p>Approachable and good listener</p> <p>Caring and compassionate</p> <p>Empathetic and prayerful</p> <p>Resilient and flexible</p> <p>Sense of humour</p> <p>An entrepreneurial spirit</p>	
<b>Vision and Leadership</b>	Can inspire and engage hearts and minds	Have experience and understanding of an urban church setting

	<b>Essential requirements</b>	<b>Desirable requirements</b>
	<p>Able to lead change to achieve numerical growth</p> <p>An effective communicator and leader</p> <p>Able to identify and release new leaders through encouraging gifts in others</p> <p>Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage the implementation</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p>	
<b>Managerial</b>	<p>Excellent time-management skills</p> <p>Excellent administrative skills and organisational ability</p> <p>Ability to manage a team of leaders who take responsibility for their roles</p> <p>Ability to prioritise, to think clearly and to remain focussed</p>	<p>Experience of co-ordinating the management of people, resources and buildings</p>
<b>Financial</b>	<p>Awareness of financial issues and procedures</p> <p>Willingness to lead an annual cycle of stewardship</p>	
<b>IT Skills</b>	<p>Have a competent level of computer literacy</p> <p>Able to use social media to connect with local community</p>	
<b>Experience</b>	<p>An established track record of ministry to young families, children, and youth.</p> <p>Experience of Schools ministry</p> <p>Experience of leading or managing volunteers</p>	<p>Experience in working across churches</p>
<b>Knowledge and skills</b>	<p>Ability to work as a member of a team and on own initiative</p> <p>Excellent communication skills</p>	<p>Experience of leading small groups to lead the Church into growth</p>

	Essential requirements	Desirable requirements
	<p>Experience of nurturing new Christians</p> <p>Commitment to personal and professional growth</p> <p>Commitment to promote A Safer Church for all</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.**