

Person Specification

Vicar of

Formby Holy Trinity and Altcar St Michael



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)	
Theological	Commitment to the ministry of the whole people of God Commitment to the theological understanding and development of new worshipping communities Commitment to the Five Guiding Principles of the House of Bishops of the Church of England Demonstrates deep listening to God, Scripture, the community and church to help shape plans At ease with all the worship traditions of the Church of England	
Spiritual / Personal qualities	Approachable and down to earth Passionate to see spiritual growth in others Confident and dynamic Collaborative and consultative Compassionate and courageous Empathetic and prayerful Resilient and flexible An innovator with courage and tenacity A people-person with a strong pastoral instinct	

	Essential requirements	Desirable requirements
Vision and Leadership	Excited by our vision where everyone is invited, included and important Can inspire and engage hearts and minds Able to identify and release new leaders through encouraging gifts in others Confident in dealing with conflict and trying to resolve it Able to adapt and innovate in our worship Able to bring strategies to build engagement with children, young people and families to flourish in the life of Church Able to lead inspirational worship for primary school children. Able to lead change to achieve numerical growth Able to preach from the Bible in engaging, inspiring and challenging ways Able to build community and serve it in diverse ways	
Managerial	Excellent time-management skills Excellent administrative skills and organisational ability Able to lead, manage and galvanise lay and ordained leaders Able to prioritise, to think clearly and to remain focussed Experience of co-ordinating the management of people, resources and buildings	
Financial	Awareness of financial issues and procedures Willingness to lead an annual cycle of stewardship	

	Essential requirements	Desirable requirements
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 in working across churches Experience of leading or managing volunteers	
Knowledge and skills	Able to work as a member of a team and on own initiative Experience of leading small groups to lead the Church into growth Excellent communication skills Experience of nurturing new Christians Commitment to personal and professional growth Commitment to promote A Safer Church for all	Experience of Leading Your Church into Growth (LYCiG)

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.