

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

	Essential requirements	Desirable requirements
Qualifications	<p>Ordained (recognised by the Church of England)</p> <p>Completion of a recognised course of theological studies</p>	
Theological	<p>Can demonstrate application of theological learning to pastoral situations</p> <p>Demonstrates depth and breadth of theological understanding.</p> <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>Demonstrates deep listening to God, the community, church life and scripture to help shape plans</p>	<p>Experience and understanding of valuing unity in diversity within theological and traditions of worship across the breadth of the Church of England</p>
Spiritual / Personal qualities	<p>Has an active Christian faith based on regular worship, study of the bible and prayer</p> <p>Gives generously to the financial life of the church</p> <p>Willing to talk to people about Jesus and invite them into the life of the church</p> <p>An entrepreneurial spirit.</p> <p>Persistent in the face of challenge</p> <p>Wholly committed to a team approach with other clergy</p>	<p>Show sensitivity in dealing with people and change</p> <p>Able to handle disputes and complaints with grace and firmness as required</p> <p>Can make difficult decisions</p>

	Essential requirements	Desirable requirements
Vision and Leadership	<p>An effective communicator and leader</p> <p>Able to lead a team and be led within a team of ordained and lay colleagues</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>	Experience of engagement with community stakeholders, particularly school leaders.
Managerial	<p>Capable of prioritising and focussing on key things</p> <p>Able to delegate and devolve responsibility keeping people to account for their areas of responsibility</p>	<p>Experience of coordinating the management of people, resources and buildings</p> <p>Have good time-management and self-organisation skills</p>
Financial	<p>Awareness of financial issues and procedures</p> <p>Willingness to lead an annual cycle of stewardship</p>	
IT Skills	<p>Have a functional level of computer literacy</p> <p>Understanding social media/comms to be able to delegate to others/get help as needed</p>	Understand web sites, social media communication and design
Experience	<p>Experience in working across churches</p>	<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>
Knowledge and skills	<p>Excellent communication skills</p> <p>Presentation skills</p> <p>Able to network effectively</p>	<p>Ability to develop teaching materials and resources</p> <p>Ability to work in partnerships with other denominations</p>

	Essential requirements	Desirable requirements
	Able to facilitate meetings An understanding of safeguarding of children and vulnerable adults	

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.