

Person Specification

Team Vicar – Newton Team, St Peter



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>	
Spiritual / Personal qualities	<p>Has an active Christian faith based on regular worship, study of the bible and prayer</p> <p>Willing to talk to people about Jesus and invite them into the life of the church</p> <p>Be actively learning and developing their knowledge and understanding</p> <p>A committed leader able to draw people in and ignite an infectious passion for God</p> <p>An entrepreneurial spirit.</p> <p>Persistent in the face of challenge</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> <p>A proven problem solver with resilience and flexibility.</p>

	Essential requirements	Desirable requirements
Vision and Leadership	<p>Strong strategic leadership, led by God, with clear thinking and able to lead a growing church congregation Can lead change</p> <p>An effective communicator, preacher and teacher of the Gospel able to lead</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 create teams to lead the development of new congregations</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p>	<p>Be responsive and flexible to emerging needs</p>
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>	<p>Understand web sites, social media communication and design</p>
Experience	<p>Experience in working across a range of traditions, comfortable with leading and equipping worship in a variety of styles and experiences.</p>	<p>An established track record of ministry to young families, children, and youth.</p> <p>Experience of Schools ministry Experience of leading or managing volunteers</p> <p>Experience in delivering training</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Presentation skills</p>	<p>Ability to facilitate events and teaching sessions</p>

	Essential requirements	Desirable requirements
	<p>Able to network effectively</p> <p>Able to facilitate meetings</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	<p>Ability to develop materials and resources</p> <p>Ability to work in partnerships with other denominations</p> <p>Ability to conduct research and analyse results</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 three years.