

# Person Specification

## Team Rector, Christ our Hope



*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; this parish has Team Vicars who are both men and women so the TR will need to recognise and affirm all</p> <p>Demonstrates deep listening to God, Scripture, the community and church to help shape plans</p> <p>At ease with the range of worship traditions of the Church of England</p>	
<b>Spiritual / Personal qualities</b>	<p>Servant hearted</p> <p>Wise and humble</p> <p>Trustworthy and approachable</p> <p>Passionate to see spiritual growth in others</p> <p>Confident and energetic</p> <p>Collaborative and consultative</p> <p>Compassionate and courageous</p> <p>Empathetic and prayerful</p>	

	Essential requirements	Desirable requirements
	<p>Resilient and flexible</p> <p>Sense of humour</p> <p>An innovator with courage and tenacity</p> <p>A people-person with a strong pastoral instinct</p>	
<b>Vision and Leadership</b>	<p>Committed to the vision and strategy of the Fit for Mission single larger parish</p> <p>Can inspire and engage hearts and minds in across a large parish and lay and clergy team</p> <p>Able to identify and release new leaders through encouraging gifts in others</p> <p>Demonstrable experience of creating a healthy culture of accountability</p> <p>An effective communicator and leader, trusted by their peers and colleagues and by the wider community</p> <p>Confident in dealing with conflict and trying to resolve it</p> <p>Passionate about planting new congregations and developing justice initiatives</p> <p>Committed to enabling more children, young people and families to flourish in the life of Church.</p> <p>Able to lead change to achieve numerical growth</p> <p>Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage the implementation</p>	<p>Experience of inspiring, raising up and mentoring others to lead in different ministries</p>
<b>Managerial</b>	<p>Excellent time-management skills</p> <p>Excellent administrative skills and organisational ability</p>	<p>Experience of working in and leading in a complex team environment</p> <p>Experience of line management</p>

	Essential requirements	Desirable requirements
	<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>Good awareness of financial issues and procedures</p> <p>Willingness to lead an annual cycle of stewardship</p>	Experience of working with budgets and a range of stake- and budget-holders
<b>IT Skills</b>	Have a competent level of computer literacy and be willing to use the established IT systems of the team (SharePoint etc)	Able to use social media to connect with local community
<b>Experience</b>	<p>Experience in working across churches</p> <p>Experience of leading or managing volunteers</p>	An established track record of church growth and development in a challenging urban environment
<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 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 three years.**