

Person Specification

Rector of Warrington (Team Vicar Designate) and Area Dean



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>Demonstrates depth and breadth of theological understanding.</p> <p>Commitment to the ministry of the whole people of God</p> <p>Experience of and sympathy with the liberal catholic tradition of the Church of England</p> <p>Demonstrates deep listening to God, the community, church life and scripture to help shape plans</p> <p>Focus on the Kingdom of God.</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>Persistent in the face of challenge</p>	<p>Shows sensitivity in dealing with people and change</p> <p>A proven problem solver with resilience and flexibility</p>
Vision and Leadership	<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>Have experience and understanding of civic ministry</p> <p>Be responsive and flexible to emerging needs</p>

	Essential requirements	Desirable requirements
	A people-person with a strong pastoral instinct who will be active in the local community	
Managerial	Capable of prioritising and focussing on key things Able to delegate and devolve responsibility keeping people to account for their areas of responsibility	Experience of coordinating the management of people, resources and buildings Have good time-management and self-organisation skills
Financial	Awareness of financial issues and procedures Willingness to lead an annual cycle of stewardship	
IT Skills	Have a functional level of computer literacy Understanding social media/comms to be able to delegate to others/get help as needed	Understand web sites, social media communication and design
Experience	Experience in working across churches	Experience of Schools ministry Experience of leading or managing volunteers
Knowledge and skills	Excellent communication skills Able to facilitate meetings An understanding of safeguarding of children and vulnerable adults	Ability to facilitate events and teaching sessions Ability to work in partnerships with other denominations

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.