

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	<p>Commitment to the ministry of the whole people of God</p> <p>Demonstrates deep listening to God, Scripture, the community and church to help shape plans</p> <p>Commitment to the Five Guiding Principles of the House of Bishops of the Church of England; this is a parish which values the ministry of women</p>	<p>Understanding of Resource churches, commitment to church planting, and understanding of the particular pastoral and leadership needs of a larger church</p>
Spiritual / Personal qualities	<p>Able to work effectively and flourish in a team setting</p> <p>A good communicator, listening and engaging with all ages, and an engaging preacher and teacher</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p> <p>Open hearted and welcoming to all</p> <p>Collaborative and consultative</p> <p>Empathetic and prayerful</p> <p>Resilient and flexible</p>	<p>Experience of working collaboratively with lay and ordained colleagues in a team context</p> <p>A demonstrable heart for mission and church multiplication, community and social justice</p>
Vision and Leadership	<p>Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation</p> <p>Able to identify and release new leaders through encouraging gifts in others</p>	<p>Experience of delivering change including numerical and spiritual growth</p> <p>Experience of developing teams and/or planting or developing new worshipping communities</p> <p>Experience of both nurturing individuals in their discipleship, and</p>

	Essential requirements	Desirable requirements
		helping to shape a culture of multiplication
Managerial	Effective administrative skills and organisational ability	Experience of co-ordinating the management of people, resources and buildings
Financial	Willingness to speak about and encourage generosity in giving	Experience of leading an annual cycle of stewardship
IT Skills	Be IT literate; able to fully engage with church management software and social media	
Experience	<p>Experience of leading or managing volunteers</p> <p>Experience of leading small groups to lead the Church into growth</p>	<p>Experience of shaping a culture for multiplication and of setting up and shaping a small group strategy</p> <p>Experience of and heart for working in a relatively deprived context</p> <p>Experience of partnering with ecumenical colleagues</p>
Knowledge and skills	<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 and knowledge of exemplary practice in safeguarding, both in your personal life and in shaping a healthy safeguarding culture in the church, promoting a safer church for all</p>	Experience of identifying and nurturing new leaders

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.