

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>Committed to inclusion in all its forms</p> <p>Commitment to the Five Guiding Principles of the House of Bishops of the Church of England; this is a parish which warmly welcomes the ministry of women</p> <p>Demonstrates deep listening to God, Scripture, the community and church to help shape plans</p>	<p>Demonstrable ability to teach and nurture others</p> <p>Experience in and commitment to leading churches in this open evangelical tradition in each of the Five Marks of Mission</p>
Spiritual / Personal qualities	<p>An accomplished preacher and teacher, skilled at leading a congregation in spiritual growth and theological reflection</p> <p>Collaborative and consultative, naturally working in partnership with others</p> <p>Committed to and experienced in pastoral care</p> <p>Deeply rooted faith & prayerfulness</p> <p>Resilient and flexible</p>	<p>Experience of mentoring lay and ordained colleagues in a team setting</p>
Vision and Leadership	<p>Able both to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation</p> <p>An effective communicator and leader</p>	<p>Experience in working with secular, ecumenical and interfaith colleagues to deliver significant change for the wider community</p> <p>Demonstrable ability to identify and release new leaders through encouraging gifts in others</p>

	Essential requirements	Desirable requirements
Managerial	<p>Good administrative skills and organisational ability</p> <p>Experience of co-ordinating the management of people, resources and buildings</p> <p>Ability to develop and manage a team of leaders who take responsibility for their roles</p>	
Financial	<p>Good awareness of financial issues and procedures, and the ability to implement and monitor compliance</p> <p>Willingness to lead an annual cycle of stewardship</p>	<p>Experience of leading an annual cycle of stewardship and encouraging generosity in giving</p> <p>Experience of working with budgets and a range of stake- and budget-holders</p> <p>Experience in securing grant funding</p>
IT Skills	<p>Have a competent level of computer literacy</p>	<p>Able to use social media to connect with the local community and other stakeholder groups</p>
Experience	<p>Experience of partnership working to deliver sustained change</p> <p>Experience of leading and/or managing volunteers</p>	<p>Experience of developing intergenerational ministry.</p> <p>An established track record of church growth and development in a challenging urban environment</p>
Knowledge and skills	<p>Ability to both lead and manage a team of lay and ordained colleagues</p> <p>Excellent communication skills</p> <p>Experience of nurturing new Christians and deepening discipleship</p> <p>Demonstrable commitment to personal and professional growth</p> <p>Demonstrable 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.