

Person Specification

Vicar, St Ann's Rainhill and Area Dean of St Helens



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) Completion of a recognised course of theological studies	
Theological	Can demonstrate application of theological learning to pastoral situations Demonstrates depth and breadth of theological understanding. Commitment to the ministry of the whole people of God Demonstrates deep listening to God, the community, church life and scripture to help shape plans. Visionary leader shaped by the life of Jesus and open to the power of the Holy Spirit.	Experience of and sympathy with moderate evangelical tradition in the Church of England Experience and understanding of valuing unity in diversity within theological and traditions of worship
Spiritual / Personal qualities	Has an active Christian faith based on regular worship, study of the bible and prayer Gives generously to the financial life of the church Willing to talk to people about Jesus and invite them into the life of the church An entrepreneurial spirit. Persistent in the face of challenge Committed to the deepening of discipleship and development of Christian leaders	Show sensitivity in dealing with people and change Able to handle disputes and complaints with grace and firmness as required Can make difficult decisions

	Essential requirements	Desirable requirements
Vision and Leadership	An effective communicator and leader Able to identify and release new leaders through encouraging gifts in others Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage the implementation A people-person with a strong pastoral instinct who will be active in the local community	Experience of engagement with community stakeholders, particularly school leaders. Experience of leadership at deanery level
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 of Schools ministry Experience of leading or managing volunteers	An established track record of ministry to young families, children, and youth.
Knowledge and skills	Excellent communication and presentation skills Able to facilitate meetings An understanding of safeguarding of children and vulnerable adults	Ability to develop teaching materials and resources 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.