

Person Specification

Vicar – Haydock St Mark



Each of the following criteria may be assessed via: (a) application form; (i) interview; (p) presentation

	Essential requirements	Desirable requirements
Qualifications	Theological studies	
Theological	<p>Firmly grounded in evangelical theology</p> <p>Believing in the authority of Scripture</p> <p>Gifted biblical preacher</p> <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/missional communities.</p> <p>Heart to reach those outside the church with the good news</p>	<p>Able to teach well</p>
Spiritual / Personal qualities	<p>Open to the Holy Spirit and comfortable with encouraging spiritual gifts, helping people to encounter God.</p> <p>Personal spiritual disciplines based on regular worship, study of the Bible and prayer</p> <p>Show sensitivity in dealing with people and change</p> <p>Pastoral heart for people – with real ability to show care (with realisation that they can only show practical care for a limited number of people)</p> <p>Ability to work in a team and on own initiative</p>	<p>A problem solver with resilience and flexibility.</p>
Vision and Leadership	<p>Fully embraces the diocesan bishop's Growth Agenda</p> <p>Apostolic/Visionary Leader who can encourage the church in mission with conviction and enthusiasm</p>	<p>Have experience and understanding of an urban church setting</p> <p>An established track record of ministry to young families and children.</p>

	<p>Have the capacity to discern, along with others, the needs of the parish within the wider context of Growth Action Planning.</p> <p>Has experience of helping churches to grow numerically and spiritually.</p>	<p>An established track record of ministry across a wide range of ages and stages.</p> <p>Ability to show presence in key parts of Haydock community life</p>
Managerial	<p>Able to manage the administration of projects and activities of a large church</p> <p>Able to initiate and manage change</p> <p>Able to delegate and devolve responsibility</p> <p>Have good time-management and self-organisation skills</p>	<p>Experience of coordinating the management of people, resources and buildings</p>
Financial	<p>Awareness of financial issues and procedures</p>	
IT Skills	<p>Good computer literacy</p>	<p>Competent in digital communication</p>
Experience	<p>A minimum of four years' experience working in a variety of settings, including schools and churches</p> <p>Track record of managing a team of staff and volunteers</p>	<p>Previous experience in secular employment.</p> <p>Experience in delivering training</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Presentation skills</p> <p>Ability to work in partnerships with other denominations</p> <p>Able to prioritise tasks and manage own performance</p> <p>Able to facilitate meetings</p> <p>Ability to write reports</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	<p>Project management skills</p> <p>Ability to facilitate events and teaching sessions</p> <p>Ability to develop materials and resources</p> <p>Able to network effectively</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 five years.