

Person Specification

Team Rector – Eccleston Team

(and also requirements for St James and St Matthews)



Each of the following criteria may be assessed via: application form; interview or presentation

	Essential requirements	Desirable requirements
Qualifications	Theological studies	
Theological	Confident grounding in evangelical theology Love for the Bible and for bible centred preaching Demonstrates depth and breadth of theological understanding, Commitment to the theological understanding and development of fresh expressions of church and missional communities. Open to the Holy Spirit	
Spiritual / Personal qualities	Fully embraces the diocesan bishop's Growth Agenda A disciple with a personal pattern of regular worship, study of the bible and prayer A mature person with a balanced life caring for themselves and their family. Ability to work in a team and on own initiative A heart for worship and desire to inspire others in worship	Show sensitivity in dealing with people and change An entrepreneurial spirit.
Vision and Leadership	Able to lead the church in mission with conviction and enthusiasm Able to humbly serve and build up a team of ordained and lay colleagues with a desire for collaborative ministry Have the capacity to discern, along with others, the needs of the parish	Be responsive and flexible to emerging needs An established track record of ministry to young families and children.

	<p>and develop a plan for growth</p> <p>An effective communicator and stimulating preacher/teacher</p> <p>An ambassador for the parish connecting to the local community</p> <p>Confident in helping developing schools work</p> <p>Has experience of helping churches to grow numerically and spiritually – with an understanding of how to nurture disciples</p> <p>An encourager</p>	<p>Experience of schools ministry</p>
Managerial	<p>Able to delegate and devolve responsibility – discerning and encouraging gifts of others</p> <p>Able to initiate and manage change</p>	<p>Experience of coordinating the management of people, resources and buildings</p> <p>Have good time-management and self-organisation skills</p> <p>Able to manage projects in a diverse team</p>
Financial	<p>Awareness of financial issues and procedures</p>	
IT Skills	<p>Competent user of IT/Social Media</p>	
Experience	<p>Experience in working across churches</p>	<p>Experience of leading or managing volunteers</p> <p>Previous experience in secular employment.</p> <p>Experience in delivering training</p> <p>Experienced in Marketing/Communication</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Ability to facilitate events and teaching sessions</p> <p>Ability to work in partnerships with other denominations</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>Presentation skills</p> <p>Ability to develop materials and resources</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.