

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

	Essential requirements	Desirable requirements
<b>Qualifications</b>	Theological studies	
<b>Theological</b>	<p>Demonstrates depth and breadth of theological understanding,</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 and missional communities.</p>	Comfortable working in churches of a central tradition
<b>Spiritual / Personal qualities</b>	<p>Fully embraces the diocesan bishop's Growth Agenda</p> <p>A faith based on regular worship, study of the bible and prayer</p> <p>An innovative and creative approach to new tasks</p> <p>A proven problem solver with resilience and flexibility.</p> <p>An entrepreneurial spirit.</p> <p>Ability to work in a team and on own initiative</p>	Show sensitivity in dealing with people and change
<b>Vision and Leadership</b>	<p>Able to lead the church in mission with conviction and enthusiasm</p> <p>Able to stimulate, challenge and open eyes to new vision</p> <p>Able to lead and work with a team of ordained and lay colleagues</p> <p>Have the capacity to discern, along with others, the needs of the parish within the wider context of Mission Action Planning</p>	<p>Have experience and understanding of a rural church setting</p> <p>Be responsive and flexible to emerging needs</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p> <p>Has experience of helping churches to grow numerically and spiritually.</p>

<b>Managerial</b>	<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>	
<b>Financial</b>	Awareness of financial issues and procedures	
<b>IT Skills</b>	Have a functional level of computer literacy	
<b>Experience</b>	A minimum of four years' experience working in a variety of settings, including schools and churches	Experience of leading or managing volunteers
<b>Knowledge and skills</b>	<p>Excellent communication skills</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	<p>Knowledge of Church of England structures</p> <p>Ability to work in partnerships with other denominations</p> <p>Able to network effectively</p> <p>Able to facilitate meetings</p> <p>Ability to write reports</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.**