

# Person Specification

Vicar – Everton St George



*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>	Loyal to the Church of England From the evangelical/charismatic tradition but able to appreciate the breadth of theological understanding. Commitment to the ministry of the whole people of God.	Commitment to the theological understanding and development of fresh expressions of church and missional communities.
<b>Spiritual / Personal qualities</b>	Fully embraces the Diocesan Bishop's Growth Agenda Be a person of integrity Sympathy with the values and ethos of the Church of England Life rooted in scripture and prayer Show sensitivity in dealing with people and change An innovative and creative approach to new tasks Ability to work in a team and on own initiative	Knowledge of the New Wine Network An entrepreneurial spirit. A proven problem solver with resilience and flexibility.
<b>Vision and Leadership</b>	Able to affirm and support a culture of welcome A committed, experienced leader who values collaboration within a team situation (lay and ordained) Ability and willingness to nurture and release the spiritual and other gifts of church members Can bring people together enabling churches to discern and implement their vision and mission A people-person with a pastoral instinct who will be active in the local community A heart for ministering to children and families	Have experience and understanding of an urban church setting Be responsive and flexible to emerging needs Has experience of helping churches to grow numerically and spiritually. An established track record of ministry to young families and children.

<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>	Experience of coordinating the management of people, resources and buildings
<b>Financial</b>	Awareness of financial issues and procedures	
<b>IT Skills</b>	Have a functional level of computer literacy	
<b>Experience</b>	<p>A skilled and sensitive communicator able to effectively communicate at all levels and across age ranges both inside and outside the church community</p> <p>Experience in working across churches</p>	<p>Experience of leading or managing volunteers</p> <p>Previous experience in secular employment.</p>
<b>Knowledge and skills</b>	<p>Excellent communication skills</p> <p>Flexible approach to worship; able to devise, lead and develop accessible worship</p> <p>Ability to work in partnerships with other Anglican churches and other denominations</p> <p>Able to network effectively in the local community and beyond</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	<p>Knowledge of Church of England structures</p> <p>Ability to conduct research and analyse results</p> <p>Ability to write reports</p> <p>Experience of utilising the missional opportunities of heritage.</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.**