

Person Specification:

St Marys Hale & St Marys Westbank



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

	Essential requirements	Desirable requirements
Qualifications	<p>Ordained (recognised by the Church of England).</p> <p>Completed a recognised course of theological education.</p>	
Theological	<p>Belief in the Bible as the inspired and authoritative Word of God.</p> <p>Commitment to the ministry of the whole people of God.</p> <p>Prioritises God’s Word and listens to the voice of the Holy Spirit to shape plans and lead the church.</p> <p>Commitment to the theological understanding and development of fresh expressions of church and missional communities.</p> <p>Commitment to the Five Guiding Principles of the House of Bishops of the Church of England.</p> <p>Treasures the Eucharist as central to the worship of the church.</p>	
Spiritual / Personal qualities	<p>Spirit-filled leader who puts the Word of God front and centre in all decisions concerning the church.</p> <p>Open hearted and welcoming to people of all ages, with a strong commitment to Christ-centred discipleship and spiritual growth in others.</p> <p>Show sensitivity in leading people into and through a process of change.</p> <p>Caring and compassionate, empathetic and prayerful, with a heart for children, young people and families in the church, schools and communities.</p>	<p>Be able to lead St Marys West Bank through a project with the Church Buliding Commission.</p>

	Essential requirements	Desirable requirements
	<p>Embraces change as an opportunity for growth and is willing to work with other clergy and lay leaders in the Deanery to achieve spiritual and numerical growth.</p> <p>Confident in working collaboratively and in consultation with colleagues and church community.</p> <p>Approachable and good listener.</p> <p>Resilient and flexible.</p> <p>Sense of humour.</p> <p>Excellent Interpersonal Skills.</p>	
Vision and Leadership	<p>Someone who can share and help develop the current church vision to disciple existing members and reach the unchurched with the Gospel of Jesus Christ.</p> <p>Committed to encouraging people to go deeper in their relationship with God and putting Him first place in their lives.</p> <p>Committed to working with our schools, staff, children, young people and their families.</p> <p>Can inspire and engage hearts and minds.</p> <p>Able to lead change to achieve and sustain growth.</p> <p>An effective communicator and leader'.</p> <p>Has good organisational skills.</p> <p>Able to identify and release new leaders through encouraging gifts in others.</p> <p>A people-person with a strong pastoral instinct who will be active in the local community.</p>	<p>Experience and understanding of both a semi-rural and intercity church setting.</p> <p>Exeperience of working within a team ministry.</p>
Managerial	<p>Capable of managing existing programs within the church whilst offering wisdom and guidance and</p>	

	Essential requirements	Desirable requirements
	<p>maintaining a focus on evangelism and discipleship.</p> <p>Capable of prioritising and focusing on key issues and opportunities between the two churches.</p> <p>Ability to inspire and lead a team of lay leaders who take responsibility for their roles.</p> <p>Ability to make tough decisions for the greater good of the church.</p> <p>Ability to manage time well.</p> <p>Experience of co-ordinating the management of people, resources and buildings.</p>	
Financial	<p>Awareness of financial issues and procedures.</p> <p>Willing and able to unapologetically teach biblical financial stewardship.</p>	
IT Skills	<p>Have a functional level of computer literacy.</p> <p>Able to use social media to connect with the churches and local community.</p>	
Experience	<p>Experience in working with people of all ages and at all stages of their walk with God.</p> <p>Experience working with children, young families, and youth.</p> <p>Ability to lead and manage a team of volunteers.</p>	<p>Experience of Schools ministry.</p>
Knowledge and skills	<p>Ability to work as a member of a team and on own initiative.</p> <p>Excellent communication skills.</p> <p>Experience of nurturing new Christians.</p> <p>Commitment to personal and professional growth.</p>	<p>Experience of working in partnership with other denominations.</p> <p>Ability to create and facilitate relevant events and teaching sessions.</p>

	Essential requirements	Desirable requirements
	Commitment to promote a Safer Church for all.	

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.