

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

	Essential requirements	Desirable requirements
Qualifications	Ordained (recognised by the Church of England)	
Theological	<p>Commitment to the ministry of the whole people of God</p> <p>Demonstrates deep listening to God, Scripture, the community and church to help shape plans</p> <p>Treasures the Eucharist as central to the worship of the church</p>	<p>Being an Inclusive Evangelical</p> <p>Understanding of alternative church planting/church revitalisation models</p>
Spiritual / Personal qualities	<p>A collaborative and consultative leadership style</p> <p>Open hearted and welcoming to all</p> <p>Approachable and good listener</p> <p>Caring and compassionate</p> <p>Empathetic and prayerful</p> <p>Resilient and flexible</p> <p>Sense of humour</p>	<p>Demonstrative strength of working in and leading teams</p>
Vision and Leadership	<p>Able to lead change to achieve numerical growth and help people envision a new future</p> <p>Can inspire and engage hearts and minds</p> <p>An effective communicator and leader</p> <p>Able to identify and release new leaders through encouraging gifts in others</p>	<p>Experience of leading strategic and structural change</p> <p>Experience of negotiating between a variety of stakeholders to achieve a common vision</p>

	Essential requirements	Desirable requirements
	A people-person with a strong pastoral instinct who will be active in the local community	
Managerial	Excellent time-management skills Excellent administrative skills and organisational ability Ability to prioritise, to think clearly and to remain focussed	Experience of co-ordinating the management of people, resources and buildings
Financial	Awareness of financial issues and procedures	Able to encourage wise stewardship
IT Skills	Have a competent level of computer literacy Able to use social media to connect with local community	
Experience	Experience of leading or managing volunteers Ability to inspire lay leadership	Experience in working across churches Experience working within a diverse community with areas of high deprivation
Knowledge and skills	Ability to work as a member of a team and on own initiative Excellent communication skills Experience of nurturing new Christians Commitment to personal and professional growth Commitment to promote A Safer Church for all	Experience of leading small groups to lead the Church into growth

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.