

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 a relaxed and inclusive sacramental spirituality</p> <p>Commitment to the ministry of the whole people of God</p> <p>Willing to work across and lead worship in a wide range of church styles within the broad Church of England tradition, from low to high</p> <p>Comfortable with offering the maximum possible welcome to LGBTQIA+ people within the Church of England's canon law; willing to joyfully offer the Prayers of Love and Faith.</p>	<p>Demonstrable ability to teach and nurture others in a progressive, inclusive Christian faith</p> <p>Expertise in, or deep familiarity with, an area of progressive theology such as feminist, womanist, black, queer and/or trauma informed theologies.</p> <p>Experience in leading churches to grow missionally in each of the Five Marks of Mission</p>
Spiritual / Personal qualities	<p>Able to work effectively and flourish in a team setting; a proven team leader and encouraging colleague</p> <p>Collaborative and consultative</p> <p>Approachable and a good listener</p> <p>Empathetic and prayerful</p> <p>Resilient and flexible</p>	<p>Experience of mentoring lay and ordained colleagues in a team setting</p>
Vision and Leadership	<p>Committed to forging new ways of working as the Deanery explores becoming a Fit For Mission larger single parish.</p> <p>Able both to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation</p> <p>An effective communicator and leader</p>	<p>Experience of delivering change including numerical and spiritual growth</p> <p>Demonstrable ability 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>

	<b>Essential requirements</b>	<b>Desirable requirements</b>
<b>Managerial</b>	<p>Excellent administrative skills and organisational ability</p> <p>Experience of co-ordinating the management of people, resources and buildings</p> <p>Ability to develop and manage a team of leaders who take responsibility for their roles</p>	<p>Experience as a charity trustee beyond the church</p>
<b>Financial</b>	<p>Good awareness of financial issues and procedures, and the ability to implement and monitor compliance</p>	<p>Experience of leading an annual cycle of stewardship and encouraging generosity in giving</p>
<b>IT Skills</b>	<p>Have a competent level of computer literacy</p>	<p>Able to use social media to connect with the local community and other stakeholder groups</p>
<b>Experience</b>	<p>Experience of partnership working to deliver sustained change</p> <p>Experience of leading and/or managing volunteers</p>	<p>Experience in working across a team of churches and in leading worship in a range of styles</p> <p>Experience of working in an inner city context</p> <p>Experience of developing ministry to young families, children, and youth.</p>
<b>Knowledge and skills</b>	<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>Commitment to promote A Safer Church for all</p>	<p>Experience of leading a parish in mission, evangelism and faith development in the liberal and/or modern catholic traditions</p> <p>Experience of Asset-based community development and/or Appreciative Inquiry</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 three years.**