

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>Commitment to the Five Guiding Principles of the House of Bishops of the Church of England; this are both parishes which value the ministry of women and a female SSM is in post</p> <p>Be able to work sensitively within both inclusive and conservative evangelical settings</p>	Demonstrable track record in helping congregations navigate through tensions where a wide range of views are held on PLF and associated issues
Spiritual / Personal qualities	<p>A good communicator and an engaging preacher and teacher of the Bible</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p> <p>Open hearted and welcoming to all</p> <p>Collaborative and consultative</p> <p>Empathetic and prayerful</p> <p>Resilient and flexible</p>	<p>Experience of working collaboratively with lay and ordained colleagues in a team context</p> <p>A demonstrable heart for community and social justice</p>
Vision and Leadership	<p>Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation</p> <p>Able to identify and release new leaders through encouraging gifts in others</p>	<p>Experience of leading through change</p> <p>Experience of developing teams and/or planting or developing new worshipping communities</p> <p>Experience of developing a culture of deepening discipleship</p>

	Essential requirements	Desirable requirements
Managerial	Effective administrative skills and organisational ability	Experience of co-ordinating the management of people, resources and buildings
Financial	Willingness to speak about and encourage generosity in giving	Experience of leading an annual cycle of stewardship
IT Skills	Be IT literate; able and willing to use IT systems	Able to use social media to develop the church's online presence
Experience	Some experience of schools ministry and/or working with children and young people Experience of leading or managing volunteers	An established track record of ministry to young families, children, and youth Experience of and heart for working in a relatively deprived context
Knowledge and skills	Ability to work as a member of a team and on own initiative Excellent communication skills Commitment to personal and professional growth Commitment to promote A Safer Church for all	Experience of developing and using church buildings to better resource the mission of the church Experience in working across more than one church and/or parish Experience of nurturing new Christians

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.