

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 liberal Anglo-Catholic tradition</p> <p>Commitment to the ministry of the whole people of God</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 an inclusive, sacramental Christian faith</p> <p>Experience in and commitment to leading churches in this tradition in each of the Five Marks of Mission, including commitment to EcoChurch</p>
Spiritual / Personal qualities	<p>An accomplished preacher and teacher, skilled at leading a congregation in spiritual growth and theological reflection</p> <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>Committed to and experienced in pastoral care</p> <p>Deeply rooted faith and prayerfulness</p> <p>Resilient and flexible</p>	<p>Experience of mentoring lay and ordained colleagues in a team setting</p> <p>Experience of being a training incumbent</p> <p>Experience of and commitment to the choral tradition</p> <p>Outgoing personality, energised rather than drained by interactions with others</p>
Vision and Leadership	<p>Committed to forging new ways of working as the Deanery explores becoming a Fit for Mission larger single parish, and able to lead a congregation in exploring such a significant change journey</p> <p>Able both to stimulate, challenge and open eyes to local mission opportunities and be able to encourage and lead implementation</p>	<p>Experience in working with secular, ecumenical and interfaith colleagues to deliver significant change for the wider community</p> <p>Demonstrable ability to identify and release new leaders through encouraging gifts in others</p>

	Essential requirements	Desirable requirements
	An effective communicator and leader	
Managerial	<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>	Experience as a charity trustee beyond the church
Financial	Good awareness of financial issues and procedures, and the ability to implement and monitor compliance	<p>Experience of leading an annual cycle of stewardship and encouraging generosity in giving</p> <p>Experience in securing grant funding</p>
IT Skills	Have a competent level of computer literacy	Able to use social media to connect with the local community and other stakeholder groups
Experience	<p>Experience of partnership working to deliver sustained change</p> <p>Experience of leading and/or managing volunteers</p>	<p>Experience in civic engagement and leading civic services</p> <p>Experienced in leading a large urban parish</p> <p>Experience of developing ministry to young families, children, and youth.</p>
Knowledge and skills	<p>Ability to both lead and manage a team of lay and ordained colleagues</p> <p>Excellent communication skills</p> <p>Understanding of the issues involved in interfaith work</p> <p>Demonstrable commitment to personal and professional growth</p> <p>Demonstrable commitment to promote A Safer Church for all</p>	<p>Experience of leading a parish in mission, evangelism and faith development in the liberal catholic tradition</p> <p>Awareness of the implications for church and city of the various locally relevant historical legacies, and commitment to working for justice</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.