

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

	<b>Essential requirements</b>	<b>Desirable requirements</b>
<b>Qualifications</b>	<p>Ordained (recognised by the Church of England)</p> <p>Completion of a recognised course of theological studies</p>	
<b>Theological</b>	<p>Can demonstrate application of theological learning to pastoral situations</p> <p>Demonstrates depth and breadth of theological understanding.</p> <p>Commitment to the ministry of the whole people of God</p> <p>Commitment to the theological understanding and development of fresh expressions of church and missional communities.</p> <p>Demonstrates deep listening to God, the community, church life and scripture to help shape plans</p>	<p>Experience and understanding of valuing unity in diversity within theological and traditions of worship</p>
<b>Spiritual / Personal qualities</b>	<p>Has an active Christian faith based on regular worship, study of the bible and prayer</p> <p>Gives generously to the financial life of the church</p> <p>Willing to talk to people about Jesus and invite them into the life of the church</p> <p>An entrepreneurial spirit.</p> <p>Persistent in the face of challenge</p> <p>Wholly committed to a team approach with other clergy</p>	<p>Show sensitivity in dealing with people and change</p> <p>Able to handle disputes and complaints with grace and firmness as required</p> <p>Can make difficult decisions</p>

	<b>Essential requirements</b>	<b>Desirable requirements</b>
<b>Vision and Leadership</b>	<p>An effective communicator and leader</p> <p>Able to lead a team and be led within a team of ordained and lay colleagues</p> <p>Able to identify and release new leaders through encouraging gifts in others</p> <p>Able to stimulate, challenge and open eyes to local mission opportunities and be able to encourage the implementation</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p>	<p>Experience of engagement with community stakeholders, particularly school leaders.</p>
<b>Managerial</b>	<p>Capable of prioritising and focussing on key things</p> <p>Able to delegate and devolve responsibility keeping people to account for their areas of responsibility</p>	<p>Experience of coordinating the management of people, resources and buildings</p> <p>Have good time-management and self-organisation skills</p>
<b>Financial</b>	<p>Awareness of financial issues and procedures</p> <p>Willingness to lead an annual cycle of stewardship</p>	
<b>IT Skills</b>	<p>Have a functional level of computer literacy</p> <p>Understanding social media/comms to be able to delegate to others/get help as needed</p>	<p>Understand web sites, social media communication and design</p>
<b>Experience</b>	<p>Experience in working across churches</p>	<p>An established track record of ministry to young families, children, and youth.</p> <p>Experience of Schools ministry</p> <p>Experience of leading or managing volunteers</p>
<b>Knowledge and skills</b>	<p>Excellent communication skills</p> <p>Presentation skills</p> <p>Able to network effectively</p>	<p>Ability to develop teaching materials and resources</p> <p>Ability to work in partnerships with other denominations</p>

	<b>Essential requirements</b>	<b>Desirable requirements</b>
	Able to facilitate meetings An understanding of safeguarding of children and vulnerable adults	

**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.**