

**PERSON SPECIFICATION FOR VICAR OF HOLY TRINITY CHURCH, BOSTON**

<b>Qualifications/ Training</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• An ordained priest in the Church of England (or as recognised by the Church of England).</li> <li>• Completion of a recognised course of theological studies.</li> <li>• Satisfactory completion of Initial Ministerial Education.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Willingness to engage in further training to enhance the growth of both ministry and discipleship.</li> <li>• Having studied or with a good understanding of the principles of church growth.</li> </ul>
<b>Vision, theology and leadership</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• A person sensing God’s calling to Boston and agricultural south Lincolnshire.</li> <li>• A Biblically rooted personal faith, a preacher and teacher in the evangelical tradition, aligned with the stance of the Anglican Alliance (see Parish Profile P2).</li> <li>• Demonstrates effective management of staff and church members as an enabler, delegator and team player.</li> <li>• Leading the church in discerning, setting and holding its local and overseas missionary vision.</li> <li>• To embrace and support the ethnic diversity of the church family.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Openness and ability to become a training incumbent.</li> </ul>
<b>Spiritual/ personal qualities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Maintains a prayerful spiritual life with appropriate support networks.</li> <li>• Spirit-led, able to deepen congregational unity and prayerfulness.</li> <li>• An ecumenical outlook and willingness to work with other denominations, local churches, faith groups and local organisations.</li> <li>• Who can maintain a good work/home life balance with leisure activities and hobbies.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Shows sensitivity in dealing with people and change.</li> <li>• Able to handle disputes and complaints with grace and firmness as required.</li> <li>• An accessible and sociable person who would feel at home with us and has a sense of humour.</li> </ul>
<b>Experience, knowledge and skills</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Able to develop our worship, identifying and drawing upon the gifts of all our church family and making it accessible to the whole community.</li> <li>• Demonstrates strong relational leadership as a team builder with the ability to delegate and communicate at all levels.</li> <li>• Willingness to develop our work with both the 20-45 age range and with families, along with our existing Youth Ministry Team.</li> <li>• Capable of prioritising and focussing on key strategies with good time-management and self-organisation skills.</li> </ul>

- Ability to understand, implement and work to safeguarding and other key policies alongside our Safeguarding Officer and PCC.

**Desirable**

- Wise stewardship of finances and overseeing development of our church buildings.
- Who has a good understanding of IT for personal use, worship technology and social media communications or to be able to delegate to others/get help as needed.