

Person Specification

Team Rector – 4Saints Team



Each of the following criteria may be assessed via: (a) application form; (i) interview; (p) presentation

	Essential requirements	Desirable requirements
Qualifications	Ordained (a)	
Theological	<p>Appreciation of the breadth of theological understanding (a, i)</p> <p>Commitment to the ministry of the whole people of God and Setting God's People Free (a, i)</p> <p>Commitment to diversity of worship within an 'open evangelical' tradition (a, i)</p> <p>Sympathy with the values and ethos of the Church of England (a,i)</p>	
Spiritual / Personal qualities	<p>Prayerful, compassionate and pastoral (a, i)</p> <p>Excellent interpersonal skills (a, i)</p> <p>Approachable and friendly with a good sense of humour (a, i)</p> <p>Resilient (a,i)</p> <p>Ability to work co-operatively in a team and support, nurture and encourage the gifts of others (a, i)</p> <p>Ability to relate confidently and easily with people of all ages (a, i)</p> <p>Engaging and effective preacher (a, i, p)</p> <p>Show sensitivity in dealing with people and change (a,i)</p> <p>Dynamic team player who can motivate and inspire others (a, i)</p> <p>Willing to develop a pioneering heart in their mission and ministry (a, i)</p>	

Vision and Leadership	<p>Fully embraces and promotes the Diocesan Growth Agenda (a,i)</p> <p>Able to lead the churches in mission with conviction and enthusiasm (a,i)</p> <p>Able to stimulate, challenge and open eyes to new vision (a,i)</p> <p>Able to think strategically and lead with vision (a,i)</p> <p>Able to identify and nurture people's gifts and deepen their Christian discipleship (a, i,)</p> <p>Able to share God's love with children, young families and teenagers (a, i)</p>	<p>Have experience and understanding of an urban church setting (a,i)</p>
Managerial	<p>Able to initiate and manage change (a, i)</p> <p>Experience of coordinating the management of people, resources and buildings (a,i)</p> <p>Able to manage self and others (a,i)</p> <p>Able to delegate and devolve responsibility (a)</p>	
Financial	<p>Awareness of financial issues and procedures (a)</p>	
IT Skills	<p>Has a good level of computer literacy – able to use e-mail and internet (a)</p>	<p>Relating to others through social media (a)</p>
Experience	<p>A minimum of four years' experience working in a variety of settings, including schools and churches (a,i)</p> <p>Experience in working across churches (a,i)</p>	
Knowledge and skills	<p>Excellent communication skills (a, i, p)</p> <p>Excellent organisation skills (a,i)</p> <p>Able to work with other Anglican churches in the deanery and other denominations locally (a, i)</p> <p>Able to relate naturally and network effectively in the local community and beyond (a, i)</p> <p>Able to prioritise tasks, set objectives and manage own performance (a, i)</p>	

	<p>Able to facilitate meetings (a, i)</p> <p>Committed to the Five Guiding Principles of the House of Bishops of the Church of England (a)</p> <p>Committed to implement safeguarding procedures towards children and vulnerable adults (a, i)</p>	
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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 five years.