

Person Specification

Vicar – Dovecot Holy Spirit



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

	Essential requirements	Desirable requirements
Qualifications	<p>Ordained (recognised by the Church of England)</p> <p>Completion of a recognised course of theological studies</p>	
Theological	<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 existing inclusive Liberal Catholic Tradition</p>	<p>Commitment to the theological understanding and development of fresh expressions of church and missional communities.</p>
Spiritual / Personal qualities	<p>An active Eucharistic Centred Christian faith grounded in prayer and scripture</p> <p>A people-person with a deep pastoral instinct who will be active in the local community</p> <p>Be actively learning and developing their knowledge and understanding</p> <p>A proven problem solver with An entrepreneurial spirit, resilience and flexibility.</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>
Vision and Leadership	<p>Able to affirm and support a culture of welcome and inclusion</p> <p>Can lead change</p> <p>An effective communicator and leader</p> <p>Able to identify and release new leaders through encouraging gifts in others</p>	<p>Have experience and understanding of an urban church setting</p> <p>Be responsive and flexible to emerging needs</p>

	Essential requirements	Desirable requirements
	<p>Able to create teams to lead the development of new congregations</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>	
Managerial	<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>
Financial	<p>Awareness of financial issues and procedures</p> <p>Willingness to lead an annual cycle of stewardship</p>	
IT Skills	<p>Have a functional level of computer literacy</p> <p>Understanding of social media/communications or to be able to delegate to others/get help as needed</p>	
Experience	<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>
Knowledge and skills	<p>Excellent communication skills</p> <p>Able to network effectively</p> <p>Able to facilitate meetings</p> <p>An understanding of safeguarding of children and vulnerable adults</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 five years.