

Person Specification

Vicar – West Derby the Good Shepherd



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>Demonstrates depth and breadth of theological understanding</p> <p>Commitment to the ministry of the whole people of God & maintaining the theologically open tradition of the church</p> <p>Can demonstrate application of theological learning to pastoral situations</p> <p>Demonstrates deep listening to God, the community, church life and scripture to help shape initiatives</p>	<p>Commitment to the theological understanding and development of fresh expressions of church and missional communities</p>
Spiritual / Personal qualities	<p>Has an active Christian faith based on regular worship, study of the bible and prayer</p> <p>A proven problem solver with resilience and flexibility</p> <p>Able to handle disputes and complaints with grace and firmness as required</p> <p>Show sensitivity in dealing with people and change</p>	<p>Can make difficult decisions</p> <p>An entrepreneurial spirit</p>
Vision and Leadership	<p>An effective communicator and leader</p> <p>A committed, experienced leader who values collaboration within a team situation (lay and ordained)</p> <p>A commitment to the principles and actions of the Setting God's People Free Report</p> <p>Able to identify and release new</p>	<p>Have experience and understanding of an urban church setting</p> <p>Be responsive and flexible to emerging needs</p> <p>Can lead change</p>

	Essential requirements	Desirable requirements
	<p>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>	
Managerial	<p>Capable of prioritising and focussing on strategic vision</p> <p>Able to delegate and devolve responsibility with accountability</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 & parish giving scheme</p>	
IT Skills	<p>Have a functional level of computer literacy</p>	<p>Understand web sites, social media communication and design</p>
Experience	<p>Experience in working across churches</p> <p>Experience of leading or managing volunteers</p>	<p>An established track record of ministry to young families, children, and youth</p> <p>Experience of Schools ministry</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> <p>Ability to work in partnerships with other denominations & community groups</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.