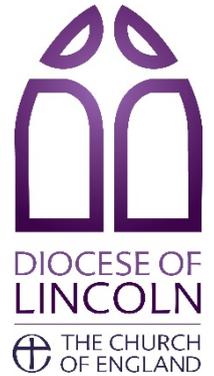


Person Specification

Incumbent of Stamford All Saints with St John the Baptist

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



	Essential requirements	Desirable requirements
Education, Training & Qualifications	<p>Ordained (recognised by the Church of England)</p> <p>Completion of a recognised course of theological studies</p> <p>Satisfactory completion of Initial Ministerial Education</p>	<p>Willingness to engage in further training to enhance the growth of both ministry and discipleship.</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>Is firmly rooted in scripture, confident in preaching, teaching and deepening our worship across a diversity of services whilst encouraging us to live as God intends amongst all of the distractions and pressures of life</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>Is approachable, prayerful, a good listener and committed to working collaboratively</p> <p>Be actively learning and developing their knowledge and understanding</p> <p>A proven problem solver with An entrepreneurial 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>

Vision and Leadership	<p>Able to affirm and support a culture of welcome and inclusion</p> <p>Can lead change An effective communicator and leader</p> <p>Able to identify and release new leaders through encouraging gifts in others</p> <p>Inspires the congregation to work for unity and to strengthen our relationship with God and one another</p>	<p>Be responsive and flexible to emerging needs</p> <p>Encourages the spirit of co-operation with local churches and with the diocese</p>
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	Essential requirements	Desirable requirements
	<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>Is able, with the PCC, to make strategic decisions, set clear priorities in order to further our calling and our vision</p> <p>Builds, mentors, develops and supports our PCC both as individuals and as an effective team</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 leading or managing volunteers</p> <p>Experience of acting as a Trustee of charitable boards</p> <p>Experience acting on a Board of Educational Governors</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>	

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.