

# Person Specification

Vicar – Crosby

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



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LINCOLN

THE CHURCH  
OF ENGLAND

	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 whilst moving it forward to ensure it is relevant today and for the future.</p>	
Spiritual / Personal qualities	<p>A person who has prayer at the centre of life and desires the opportunity to further develop our understanding of scripture, spiritually through prayer, preaching and teaching, helping us to grow in faith and in our relationship with God</p> <p>A people-person with a deep pastoral instinct who will be active in the local community Is approachable, prayerful, a good listener and committed to</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>Enthusiastic and possibly experienced outside ministerial priesthood.</p>

	<p>working collaboratively</p> <p>Be actively learning and developing their knowledge and understanding</p>	<p>An accessible and sociable person who would feel at home with us and has a sense of humour.</p>
<p><b>Vision and Leadership</b></p>	<p>Able to affirm and support a culture of welcome diversity 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>Prepared to play a part in local primary and secondary schools that serve our communities</p> <p>Willing to play a part in group ministry, deanery and diocesan matters.</p> <p>Able to work ecumenically and on an inter-faith basis.</p> <p>Able to develop a caring ministry with both young and old within the church and the wider community.</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> <p>Bring new and innovative channels of communication, collaboration and technology to welcome, engage and grow our congregation.</p>

<p><b>Managerial</b></p>	<p>A team builder with the ability to delegate and communicate at all levels.</p> <p>willing to encourage and facilitate training for lay ministry.</p> <p>A proven problem solver with an entrepreneurial resilience and flexibility.</p> <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>
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Financial	Awareness of financial issues and procedures	Willingness to lead an annual cycle of stewardship
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>	<p>Certified Safeguarding Training from a recognised trainer.</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.**