

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

	Essential requirements	Desirable requirements
Qualifications	<p>Theological studies</p> <p>Ordained</p>	
Theological	<p>Loyal to the Church of England</p> <p>Demonstrates depth and breadth of theological understanding</p> <p>Commitment to the ministry of the whole people of God</p>	<p>Comfortable working in churches of a central tradition</p>
Spiritual / Personal qualities	<p>Fully embraces the diocesan bishop's Growth Agenda</p> <p>Show sensitivity in dealing with people and change</p> <p>A people-person who will be active in the local community</p> <p>An active Christian faith based on regular worship, study of the bible and prayer</p> <p>An innovative and creative approach to new tasks</p> <p>A proven problem solver with resilience and flexibility.</p>	<p>An entrepreneurial spirit.</p>
Vision and Leadership	<p>Able to lead the church in mission with conviction and enthusiasm</p> <p>Be responsive and flexible to emerging needs</p> <p>Able to stimulate, challenge and open eyes to new vision</p> <p>A commitment to the principles and actions of the Setting God's People Free Report.</p> <p>Have the capacity to discern, along with others, the needs of the parish</p>	<p>Have experience and understanding of an urban church setting</p> <p>An established track record of ministry to young families and children.</p> <p>Has experience of helping churches to grow numerically and spiritually.</p>

	<p>within the wider context of Mission Action Planning</p> <p>An effective communicator and teacher</p> <p>A heart for School's Ministry</p> <p>A people-person with a deep pastoral instinct who will be active in the local community</p>	
Managerial	<p>Able to manage the administration of projects and dimensions of a multi-church Benefice</p> <p>Able to initiate and manage change</p> <p>Able to delegate and devolve responsibility</p> <p>Have good time-management and self-organisation skills</p>	Experience of coordinating the management of people, resources and buildings
Financial	Awareness of financial issues and procedures	Experience in funding and financial development
IT Skills	Have a functional level of computer literacy	
Experience	Experience in working across diverse churches	<p>Experience of leading or managing volunteers</p> <p>Previous experience in secular employment.</p> <p>Experience in facilitating small groups</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Ability to work in partnerships with other Anglican churches and other denominations</p> <p>Able to network effectively</p> <p>Able to prioritise tasks and manage own performance</p> <p>Able to facilitate meetings</p> <p>An understanding of safeguarding of children and vulnerable adults</p>	Knowledge of Church of England structures

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.