

Person Specification

Hub Leader, Wigan Central Hub/Parish
(Assistant Curate of All Saints Wigan Team)



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

	Essential requirements	Desirable requirements
Qualifications	Theological studies Ordained	Training in Leadership, Leading Change, and/or Conflict Transformation with a theological underpinning.
Theological	Loyal to the Church of England Demonstrates depth and breadth of theological understanding, Commitment to the ministry of the whole people of God Commitment to the theological understanding and development of fresh expressions of church and missional communities.	Comfortable working in churches of a central tradition, but also adaptive to lead worship in other traditions
Spiritual / Personal qualities	Fully embraces the diocesan bishop's Growth Agenda Be a person of integrity Sympathy with the values and ethos of the Church of England An active Christian faith based on regular worship, study of the bible and prayer An innovative and creative approach to new tasks A proven problem solver with resilience and flexibility. An entrepreneurial spirit. Ability to work in a team and on own initiative	Show sensitivity in dealing with people and change
Vision and Leadership	Able to lead the church in mission with conviction and enthusiasm Able to stimulate, challenge and open eyes to new vision	Have experience and understanding of an urban church setting Be responsive and flexible to emerging needs

	<p>Able to lead and work with a team of ordained and lay colleagues</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 within the wider context of Mission Action Planning</p> <p>An established track record of ministry to young families and children.</p> <p>An effective communicator and teacher</p> <p>A people-person with a strong pastoral instinct who will be active in the local community</p> <p>Has experience of helping churches to grow numerically and spiritually.</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	
IT Skills	Have a functional level of computer literacy	
Experience	<p>A minimum of four years' experience working in a variety of settings, including schools and churches</p> <p>Experience in working across churches</p> <p>Experience in delivering training</p>	<p>Experience of leading or managing volunteers</p> <p>Previous similar change leadership experience in secular employment.</p>
Knowledge and skills	<p>Excellent communication skills</p> <p>Ability to mentor other leaders</p> <p>Presentation skills</p> <p>Able to facilitate meetings</p>	<p>Knowledge of Church of England structures</p> <p>Project management skills</p> <p>Ability to work in partnerships with other denominations</p>

	An understanding of safeguarding of children and vulnerable adults	
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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.