**Person Specification**

**Rector for St Mary the Virgin Whickham and Holy Trinity Church, Swalwell**

**Essential Qualities & Skills**

* A committed, prayerful, and faithful disciple of Jesus Christ, rooted in Scripture and the traditions of the Church of England.
* An engaging teacher and preacher, able to communicate the Gospel effectively to people of all ages and backgrounds.
* A pastorally sensitive and approachable leader, capable of providing compassionate care and spiritual guidance to individuals and families.
* Experienced in church growth and in nurturing discipleship. Committed to developing and growing the ministry of God’s people.
* Energetic, enthusiastic, and a collaborative team player. Willing and able to delegate, supervise, and work closely with lay leaders, two retired Priests and a hospital Chaplain, volunteers and the wider community.
* A person with a heart for mission, outreach, and evangelism, committed to engaging with and serving the local community.
* A Rector who values traditional liturgy while being open to fresh expressions of worship and community engagement. Forward-looking, with a clear vision for the future of the Church.
* A strong administrator with the ability to manage parish responsibilities.
* A confident user of digital and social media to enhance communication, outreach, and engagement.

**Desirable Qualities & Skills**

* Experience in developing and leading discipleship courses or small group ministries.
* A passion for intergenerational ministry and creative ways to involve children, young people, and families.
* Experience in community engagement and partnership working with local schools, charities, and organizations.
* An awareness of the challenges and opportunities in both affluent and deprived areas, with a heart for social justice and pastoral care.

**Key Responsibilities**

* Leading and overseeing Sunday worship services, ensuring they are spiritually enriching and accessible to all.
* Providing the offices of baptisms, weddings, and funerals.
* Supporting and encouraging lay participation in worship, prayer, and pastoral care.
* Nurturing and growing the faith of the congregation through teaching, discipleship, and engagement with the wider community.
* Developing and expanding mission initiatives, including outreach events and faith-based community programs.
* Strengthening connections with schools and other community institutions.
* Working with the PCC’s to steward the church’s finances, governance, and safeguarding responsibilities.
* Enhancing the church’s online presence through digital engagement and social media outreach.
* Encouraging and supporting ongoing church projects and community outreach activities.

**Personal Attributes**

* A compassionate, approachable, and enthusiastic leader who is committed to serving with humility and integrity.
* A visionary thinker who can build on the church’s strengths while leading in new directions.
* A person of resilience, with the ability to adapt to challenges and encourage others.
* A servant-hearted Rector who embodies the values of hospitality, generosity, and inclusion.

**Conclusion**

We seek a Rector who lives out their faith and will walk alongside us as we strive develop our parishes. This role offers an exciting opportunity to nurture two existing worshipping communities while reaching out to those who do not yet know Christ. If you are passionate about serving parishes with a strong sense of faith, community, and mission, we would love to hear from you.