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**1. Details of the post**

**Role title:** Team Rector

**Deanery:** Isle of Wight

**Reports to:** The Archdeacon of the Isle of Wight

**2. Background**

Portsmouth Diocese has a Vision formed around three key commitments to **Live, Pray and Serve**. Through these commitments we want our diocese to grow in **Depth, Impact and Number.** Informed by our commitments to be

* + courageous
  + pioneering
  + resourceful
  + collaborative and
  + generous

With a clear focus on making new disciples the Team Rector will have a key role in embedding this shared vision, commitments and priorities working with the people of the three parishes to deliver some key outcomes.

**3. Responsibilities**

**Leadership**

* + To share with the Bishop in the privilege and responsibility of the oversight of the Team and benefice.
  + To lead the continuing development of the vision
  + To lead the continuing development of a culture based on the identified commitments and priorities.
  + To provide leadership and accountability for the whole ministry team, both lay and ordained.
  + To provide leadership, accountability and co-operation with the PCC across the whole range of responsibilities to deliver the mission and ministry of the benefice.
  + To proactively identify the gifts of others, then enable and encourage them in order to grow the ministry of all believers.

**Growing Churches (Growing in depth)**

* + To lead God’s people in the offering of praise and the proclamation of the gospel
  + To sustain the community of the faithful by the ministry of word and sacrament
  + To grow disciples enabling the identification and nurturing of gifts of every member.
  + To ensure the delivery of identified pastoral care needs both within congregations and to the wider community.
  + To encourage the good stewardship of resources and the generous offering of finances, time and talents as a response to God’s generosity.

**Making Disciples (Growing in Number)**

* + To bring a focus of mission and evangelism to all activities and teaching
  + To encourage the church to be outward focused in all ministry and activity
  + To equip the congregations to become disciple makers
  + To plant new congregations

**Transforming Society (Growing in Impact)**

* + To engage proactively with the wider community seeking opportunities to develop acts of service that will lead to local transformation and impact.
  + To engage all members of the congregations in developing acts of service.
  + To engage, in particular, with all local schools, ensuring key responsibilities are met where they are Church of England.

**Relationships**

* + To work collaboratively with all members of the staff team both lay and ordained
  + To work collaboratively with all members of the congregations and communities encouraging and enabling the talents of others.
  + To work collaboratively with colleagues within the deanery taking a full part in the life of the clergy chapter, deanery and local synodical system.

**Lifelong Learning**

* + To participate in reflective practice identifying your own personal development needs and seeking out interventions to enable those needs to be met.
  + To participate in ongoing ministerial development.
  + To encourage all members of the congregation to participate in learning and development, signposting to opportunities where available, and working with Diocesan colleagues to provide input where not available.

**Personal**

* + To nurture your own faith through regular worship, prayer, reflection and study.
  + To make time for yourself and God, and for yourself and family.
  + To maintain a balanced, healthy lifestyle building in sufficient time for rest and relaxation, and attending to personal physical, mental and spiritual wellbeing.

**4. Key Relationships**

* + Staff team both lay and ordained
  + PCC
  + Wider church family
  + Local community and local community leaders
  + Bishop, Archdeacon, deanery clergy, diocesan clergy

**5. Resources**

To support the delivery of these objectives there will be a team comprising the Team Rector, 3 Team Vicar with specialisms including children, families and schools; engagement through pastoral offices; church planting and new congregations, and an Operations Manager.

**6. Safeguarding**

As a diocese, we are committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults, and we expect all clergy, staff and volunteers to share this commitment. You will be required to report any concerns relating to the safeguarding of children, young people or vulnerable adults in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children, young people or vulnerable adults gives cause for concern, the Diocese Allegations Management procedure will be followed, alongside implementation of the Disciplinary Procedure as required.

**7. Work expectations**

* + See Clergy Terms of Service under Common Tenure and separate Statement of Particulars
  + Six days per week including Sundays, but with a two day break every month
  + 36 days holiday per annum, including up to 6 Sundays
  + Requirement to work key dates such as all major Christian festivals, Annual Parochial Meeting.
  + Regular Ministerial Development Review with Archdeacon
  + Ongoing clergy ministerial training and personal professional development

**8. Person Specification**

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| --- | --- |
| **Competence** | **Character** |
| * Ordained priest within the Church of England, or a church whose orders it recognises. * Satisfactory completion of Initial Ministerial Education. * Designated at selection or Candidates Panel as Incumbent Status (post-2009) * Visionary * Strategic * High standards * Motivator * Inspirer * Encourager * Talent developer * Collaborative * High capacity * Excellent communication skills * Can demonstrate successful leadership of projects and organisations. * Problem solver * Financially aware and competent | * Humble * Generous * Robust * Stamina * Perseverance * Highly motivated * Emotionally intelligent * Able to manage conflict well, Courageous * Self-aware * Collaborative * Consultative * Confident. * Self-motivated, |