

In the case of c and d above any concerns will not necessarily preclude the application being considered however the shortlisting group will need to be aware of any complicating factors in assessing the application.

3. In considering applications the following criteria will be considered:
 - Experience in local pastorate ministry (minimum 5 years) in a leadership role
 - For CRCW ministry experience in community work (minimum) in a leadership role
 - Under the age of 57 (the granting of a certificate is intentionally long-term 10 years)
 - Intercultural competence
 - Understanding/experience of working in multi-church pastorates/settings
 - Readiness and willingness to serve in any part of the UK
 4. If, by the deadline, the number of applicants meeting the above criteria exceeds the number of certificates available by more than twice the quota, a Certificates of Eligibility short-listing group will meet to short-list up to quota x2. The short-listing group consists of the three members of the Assessment Board including a Synod Moderator on behalf of the Accreditations Sub-Committee, as well as the Secretary for Ministries.
 5. After shortlisting successful candidates will be invited to an interview conducted on Zoom.
 6. Successful candidates will progress to Stage 2. The Secretary for Ministries will take up
 7. The second interview will be conducted in person at a 48 hour conference at a venue in the UK. Clear instructions on how to apply for a visa will be given to you along with a letter of invitation to the conference.
 8. The programme for the Conference will include:
 - a) Individual interviews with the Assessors;
 - b) An interview with Synod Moderators;
 - c) A presentation by the candidate;
 - d) Individual and Group work scenarios;
 - e) A financial assessment;
 - f) A short reflection on the ethos and history of the URC.
- This list is not exhaustive.
9. The Ministries Office will finance the cost of the conference (accommodation and meals) for candidates but travel

