

Person Specification

Please note that it is absolutely essential that in your expression of interest you give evidence or examples in each of the appointment criteria listed under Part One of the Person Specification. It will also be helpful if you explain your motivation for and interest in applying for this post. At interview, these responses will be further developed and discussed along with elements in Part Two of the Specification

Post: Head of Property Services

Part One

Experience

1. Track record of assisting in the strategic leadership of a division or organisation that has delivered successful outcomes through collaboration, engagement and enablement of property focussed targets.
2. Evidence of playing a role in transforming the delivery of a service through leadership, collaboration across services, working with partners and innovative change.
3. Experience of establishing and maintaining an outcomes focused team which develops staff potential and addresses underperformance and inefficiency whilst introducing new ways of working.
4. Experience of developing property and asset management strategies in a large, complex organisation.
5. Experience of leading complex property transactions and delivering successful outcomes.
6. Experience of leading and facilitating specialist advice, guidance and collaboration across services, partners or key stakeholders.
7. Experience of leading a multi-disciplinary team covering property sectors and use classes and driving key outcomes.

Skills, knowledge and aptitude

1. Demonstrates co-operative values and ways of working as well as experienced in challenging and persuading others to understand the benefits of this way of working.
2. Developed technical, professional and legislative knowledge and understanding of national policies, statutory requirements, relevant frameworks and accountabilities in a specified service.
3. Able to work effectively in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale.
4. Established networks of influence which can be harnessed to support the work of the Council.
5. Successful track record of developing innovative approaches in improving the delivery of property services within a commercial environment.
6. Full membership of the RICS (FRICS/MRICS).

Part Two

Skills, knowledge and aptitude

1. Evidence of an open and collaborative management style which values the contribution of others and motivates and enables them to achieve their potential and make a difference.
2. Able to analyse financial information and complex issues within a political environment utilising an evidence-based approach to understand the issues and work cooperatively to help service users meet their needs.
3. Able to be creative and innovative in delivering outcomes with a clear understanding of the values at the heart of how services and outcomes are delivered.
4. Excellent written and oral communication, presentation and critical influencing skills that can engage and facilitate collaborative working with a diverse range of audiences.
5. Personal and professional credibility with all stakeholders including service users and staff, partners, providers and elected members that inspire confidence in the Council.

6. Business acumen, and financial and risk management skills and a track record of transformation of services to deliver improved value for money and more efficient ways of delivering outcomes.
7. Knowledge of property related statutes, rules, guidance and protocols.

Disposition

Displays a personal commitment and leadership approach to delivering the council's values of:

- Fairness
- Cooperation • Liberating
- Accountable
- Forward Thinking
- Confident
- Leading

Special Requirements

1. Able to work whatever hours are reasonable and necessary.