**Great Homes, Great People,**

**Vibrant Communities.**

**Person Specification**

**Job Title: Head of Housing**

|  |  |  |  |
| --- | --- | --- | --- |
| Requirement | Essential | Desirable | Office UseEvidence |
| 1. Education & Qualification
 |
| Relevant Degree/ Postgraduate Degree | ✓ |  |  |
| Membership of a relevant professional body e.g. RICS or Chartered Institute of Housing |  | ✓ |  |
| 1. Experience
 |
| Experience of working in social housing for either an RSL or Local authority. | ✓ |  |  |
| Experience of working effectively with a governing body or committee structure  | ✓ |  |  |
| Track record of successfully leading a staff team delivering high quality asset/housing management services.  | ✓ |  |  |
| Track record of delivering continuous service improvement to customers. | ✓ |  |  |
| Experience of producing/monitoring a service delivery budget. | ✓ |  |  |
| Track record in developing strategic partnerships with stakeholders | ✓ |  |  |
| Experience of effective stakeholder consultation and building community capacity |  | ✓ |  |
| Experience of identifying property development opportunities. |  | ✓ |  |
| 1. Knowledge
 |
| Extensive knowledge of Asset Management and/or Housing Management strategic agendas | ✓ |  |  |
| Excellent Knowledge of Asset/Housing Management databases/software. | ✓ |  |  |
| Good understanding of the Scottish Housing Regulator’s Regulatory Framework including:* The Annual Return of the Charter
* Energy Efficiency Standard for Social Housing (EESSH)
 | ✓ |  |  |
|  | **Essential** | **Desirable** | Office UseEvidence |
| Excellent knowledge of performance management frameworks, and performance reporting | ✓ |  |  |
| Knowledge of effective consultation and community capacity building strategies. |  | ✓ |  |
| 1. Skills & Abilities
 |
| Leads by example, motivational and inspiring, creating a strong collaborative team culture. | ✓ |  |  |
| Embraces our values and culture, particularly our commitment to excellence and continuous improvement.  | ✓ |  |  |
| Resilient with an ability to work under pressure . | ✓ |  |  |
| Innovative approach to problem solving, including using new technology.  | ✓ |  |  |
| Excellent interpersonal, written and communication skills.  | ✓ |  |  |
| Ability to negotiate with and influence strategic partners.  | ✓ |  |  |
| Excellent IT skills including Microsoft products and Asset/Housing databases | ✓ |  |  |
| An ability to interpret complex data, reviewing alternative solutions, reaching well-informed conclusions.  | ✓ |  |  |
| An ability to develop and implement projects at a strategic level.  | ✓ |  |  |
| 1. General Requirements
 |
| Positive attitude  | ✓ |  |  |
| A strong commitment to continuous professional development | ✓ |  |  |
| Driving licence and access to a car | ✓ |  |  |