

Recruitment person specification

Post being recruited for: Surveyor.....

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience of asset management across complex and varied estates. Strong negotiation and communication skills.	Market knowledge of the Scottish property market. Experience in financial modelling in an operational estates environment.
Knowledge, skills and understanding	Demonstrable commitment to continuing professional development. Experience in using CAFM asset databases (or equivalent). Proficiency in Microsoft Word, Powerpoint and Excel.	
Qualifications and training	Member of the Royal Institution of Chartered Surveyors (MRICS qualified). Full UK Driving Licence	Educated to degree level or equivalent.