

Recruitment person specification

Post being recruited for: Senior Housing Development Officer

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience within a housing or other similar service environment of comparable scope, size, and complexity. Successfully leading, motivating, and managing programme or project teams and understanding your contribution to effective teamwork. Delivering or supporting front line services to deliver excellent customer services. Developing and implementing strategic plans engaging stakeholders, customers, and partners in their development. Leading or contributing significantly to financial and operating strategy or service improvements. Procurement and or management of contractors.	Effective working with elected or board members.

Knowledge, skills and understanding	Knowledge of the housing legislative, regulatory and policy environment in which the service operates. Excellent analytical and research skills and the ability to interpret and communicate complex policy, legislation, regulation, and data. Business, strategic, and operational planning, programme, and project management skills and/or service change experience. Understanding the importance of your leadership role in driving change and service delivery. Ability to write, think, speak, and present clearly and succinctly and to understand the importance of communication in long term planning. Understanding of commercial and entrepreneurial approach to service delivery. Ability to assess, plan and implement controls to manage risk across operations and strategy. Outstanding communication skills at personal, operational, and strategic levels. Relationship development and management skills. Negotiating skill and experience of securing the cooperation and contribution of partners and colleagues to the delivery of services. Strong verbal and numerical reasoning skills.	
Qualifications and training	Qualified to degree level or evidence of equivalent experience. Evidence of career progression, taking on roles of increasing scale and complexity and importance.	Evidence of continuous professional and management development.

Job specific requirements		Leading project teams and understanding your contribution to effective teamwork. Strong programme and project management skills.
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