

## Customer Service Advisor (Barnsbury) Person Specification

### Person Specification

<i>What are we looking for?</i>		<i>How will we check you have it?</i>
<b>Experience</b>	<ul style="list-style-type: none"> <li>1 years' experience in a customer focused environment</li> </ul>	Application form and interview
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Comfortable using IT systems and willing to learn to use new technology; you are able to manipulate data and interrogate databases.</li> </ul>	Application form and interview
	<ul style="list-style-type: none"> <li>An understanding of how you can adapt the service you offer to meet the diverse needs of your customers.</li> </ul>	Interview
<b>Core competencies</b>	<ul style="list-style-type: none"> <li><b>Customer focus</b> - You demonstrate a high level of customer care by working to achieve the Newlon Gold performance standards.</li> </ul>	Application form, test and interview
	<ul style="list-style-type: none"> <li><b>Communication</b> – you listen and make sure you understand requests. You communicate clearly and accurately and in a respectful, empathetic and warm manner whether you are writing or speaking.</li> </ul>	Application form, test and interview
	<ul style="list-style-type: none"> <li><b>Working with others</b> – you develop good working relationships and collaborate with others to deliver an excellent service.</li> </ul>	Interview
	<ul style="list-style-type: none"> <li><b>Planning and organising</b> – you work systematically managing your workload to meet agreed deadlines.</li> </ul>	Test and interview
	<ul style="list-style-type: none"> <li><b>Achieving results and quality focus</b> – You take ownership of a task and stay with it until it is finished to a high standard and to the satisfaction of your customer.</li> </ul>	Application form, test and interview

<i><b>What are we looking for?</b></i>		<i><b>How will we check you have it?</b></i>
	<ul style="list-style-type: none"> <li>• <b>Judgement and Decision making-</b> You weigh up a situation and come to a decision that will meet objectives, maintain a positive image of Newlon and deliver Newlon Gold standards*. You know when to refer a decision to your manager.</li> </ul>	Test and interview
	<ul style="list-style-type: none"> <li>• <b>Financial/Numeric Awareness</b> – You are able to enter numerical data correctly, check invoices accurately and monitor expenditure against budget.</li> </ul>	Application form, test and interview
	<ul style="list-style-type: none"> <li>• <b>Managing change and innovation</b> – You welcome feedback and use it constructively to help improve the service and the way you deliver it.</li> </ul>	Application form and interview

**\*Newlon GOLD** – We will always deal with your enquiry, we will be there and available to help and we will check we got it right.