

## Old Barnsbury Regeneration Officer – Person Specification

What are we looking for?	How will we check if you have it?	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive experience of resident liaison work in the context of largescale, complex, regeneration or refurbishment works.</li> <li>• Experience of developing and managing programmes of resident involvement and engagement.</li> <li>• Working as part of a team</li> <li>• Compiling relevant survey material to collate, analyse annotate and report the housing needs of residents</li> <li>• Development and ongoing management of any small-scale decant programmes</li> </ul>	Application form, Interview
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrably empathise with residents and show sensitivity</li> <li>• Ability to communicate with a wide range of people</li> <li>• Ability to motivate people on a group and individual basis and facilitate groups</li> <li>• Ability to represent the Trust at meetings, externally and internally</li> <li>• Excellent interpersonal communications skills</li> <li>• Ability to develop new initiatives to encourage residents to be involved positively in the estate redevelopment programme</li> </ul>	Application form and Interview Application form and Test Test and Interview Interview Interview Interview
<b>Diversity</b>	<ul style="list-style-type: none"> <li>• An understanding of and commitment to issues involved with working and providing services in a multi-cultural environment and with Equalities, Diversity and Inclusion at the forefront of the work</li> </ul>	Application form and Interview

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<b>Core competencies</b>	<ul style="list-style-type: none"> <li>Resident Focused – understanding and meeting the diverse residents’ needs, handling residents in a respectful and supportive way, ensuring actions are fair and transparent.</li> </ul>	Application form and interview
	<ul style="list-style-type: none"> <li>Communication – ability to communicate with a diverse resident spectrum, clearly and concisely.</li> </ul>	Application form and interview
	<ul style="list-style-type: none"> <li>Judgement and decision making – able to gather information and research adequately understanding the implications of decisions made when prioritising workload.</li> </ul>	Test
	<ul style="list-style-type: none"> <li>Influencing and negotiation – able to use a range of styles and sound arguments to convince others, gaining others trust through openness and integrity.</li> </ul>	Application form and interview
	<ul style="list-style-type: none"> <li>Working with others/team work – working in a co-operative, flexible and supportive way demonstrating respect for others opinions and views using initiative to get things done.</li> </ul>	Application form and interview
	<ul style="list-style-type: none"> <li>Achieving results and quality focused – consistently working to achieve high standards of quality.</li> <li><b>Achieving results</b> – You work hard to meet objectives and deliver all your work accurately and in line with Newlon Gold and other performance standard.</li> <li>Experience of undertaking property inspections, snagging and handover processes.</li> <li>Experience of regeneration resident engagement and social added value involvement.</li> </ul>	Application form Application form and interview Application form and interview Application form and interview
	<ul style="list-style-type: none"> <li>Planning and organising – prioritising work in a realistic way to meet deadlines, managing several tasks at once and planning ahead including others in planning.</li> </ul>	Application form
	<ul style="list-style-type: none"> <li>Financial and numeric awareness – able to use and interpret basic financial information appropriately.</li> </ul>	Test

<b><i>What are we looking for?</i></b>	<b><i>How will we check if you have it?</i></b>	
	<ul style="list-style-type: none"> <li>• Liaising and networking – proactively build links with others both inside and outside the organisation to exchange information, keep up to date and develop new ideas. Keeping abreast of external factors that may impact on service delivery.</li> </ul>	Interview
	<ul style="list-style-type: none"> <li>• Managing Change and Innovation - being receptive to the need for change, adaptable and able to produce ideas for improvement in own area of work.</li> </ul>	Interview
	<ul style="list-style-type: none"> <li>• Leadership - Shares own expertise and provides advice and support as needed to carry out the business objectives in the area of resident involvement.</li> </ul>	Interview
	<ul style="list-style-type: none"> <li>• Must be able to attend evening and occasional weekend meetings.</li> </ul>	Interview