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## PERSON SPECIFICATION

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### THE SCOTTISH TRIBUNALS: PRESIDENT OF THE GENERAL REGULATORY CHAMBER OF THE FIRST-TIER TRIBUNAL

The specification lists the skills, knowledge and personal qualities required to be considered for appointment as Chamber President of the First-tier Tribunal General Regulatory Chamber.

It is important to note that you should be able to demonstrate within your application and at interview (if invited to attend), how your skills, knowledge and personal qualities match those required. In particular, applicants must provide specific examples from their lives which demonstrate how they have developed and/or used the skills and knowledge required for the role.

**Please note that all criteria will be tested through your completed application form and at interview.**

#### **ESSENTIAL CRITERIA**

1. Applicants must meet the eligibility criteria for appointment as a legal member of the Upper Tribunal for Scotland, as outlined in the Scottish Tribunals (Eligibility for Appointment) Regulations 2015 (<http://www.legislation.gov.uk/ssi/2015/381/made>). See also Schedule 5 of the Tribunals (Scotland) Act 2014.

#### **SKILLS AND PERSONAL QUALITIES**

##### **2. Leadership**

- Ability to exercise strong leadership and engage constructively with members and judicial colleagues and the administration.

##### **3. Strategic direction**

- Ability to think strategically in relation to both the Chamber and the wider tribunal landscape, to lead change and maintain clear organisational direction.
- Ability to master new specialities rapidly.

##### **4. Sound Judgement and Intellectual Capacity**

- Ability to concentrate, absorb arguments, summarise complex factual and legal issues, and apply knowledge to arrive at balanced judgements.

- Problem-solving capability; ability to identify pragmatic solutions.

## **5. Management skills**

- Ability to coach, develop and review the performance and development of members assigned to the General Regulatory Chamber.
- Ability to manage the work of the Chamber efficiently.
- Ability to produce high quality written work without delay.

## **6. Communication and interpersonal skills**

- Ability to communicate effectively and deal courteously and considerately with all tribunal users and staff.
- Sensitivity to people from diverse backgrounds.
- Ability to manage those who are unrepresented fairly and appropriately.
- Commitment to engage positively and openly with parties and the public and ability to undertake effective public presentations and representational work.

## **7. Legal Knowledge**

- Evidence of professional achievement in law, knowledge of substantive and procedural law and court/tribunal experience.
- High-level specialist knowledge relevant to the Chamber and experience of and interest in tribunals.

## **8. Personal Qualities**

- Independence, with a demonstrable commitment to probity and integrity.
- Ability to command the respect of colleagues, the public and government officials.