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| **PLEASE REVIEW IN ADVANCE OF COMPLETING YOUR APPLICATION FORM**  Application No: \_\_\_\_\_\_\_\_  (Please note these criteria will be verified throughout the recruitment process) | | | | | | | |
| Glasgow West Housing Association wishes to compare your experience, skills and knowledge with its requirements. You should therefore try to show how you satisfy these requirements in your application form. This does not have to be from paid work but can be from other experience. | | | | | | | |
| EXPLAIN IN YOUR APPLICATION HOW YOU MEET THIS CRITERIA | **Criteria** | | **Validation** | | | | |
| Essential | Desirable | Application | Technical test | Presentation | Interview |
| Business qualification (e.g. MBA) and/or with a relevant degree and significant experience in a comparable role. | ✓ |  | ✓ |  |  |  |
| Professional membership (e.g. CIH) and CPD commitment |  | ✓ | ✓ |  |  |  |
| Experience in leading multi-disciplinary teams (in particular: Governance, HR and Audit functions) |  | ✓ | ✓ |  |  | ✓ |
| Expertise in strategy development and formulation; alignment of policies, plans & processes | ✓ |  | ✓ |  | ✓ | ✓ |
| Experience in developing (organisational) performance management systems |  | ✓ | ✓ | ✓ |  | ✓ |
| Experience in leading Group Governing body reporting and compliance | ✓ |  | ✓ | ✓ |  | ✓ |
| Extensive understanding of RSL regulatory and statutory frameworks | ✓ |  | ✓ |  | ✓ | ✓ |
| Sound understanding of HR frameworks and influences | ✓ |  | ✓ |  | ✓ | ✓ |
| Extensive understanding of the RSL sector and wider environmental influences and risks | ✓ |  | ✓ |  | ✓ | ✓ |
| Sound organisational, planning and project management experience | ✓ |  | ✓ |  | ✓ | ✓ |
| Strong analytical skills, high degree of accuracy and attention to detail | ✓ |  | ✓ | ✓ |  |  |
| Articulate communication and presentation skills | ✓ |  | ✓ | ✓ | ✓ | ✓ |
| Excellent ICT skills and ability to ensure effective use of ICT in service delivery and performance management | ✓ |  | ✓ | ✓ | ✓ |  |
| Sound negotiating and influencing skills | ✓ |  | ✓ |  |  | ✓ |
| Sound judgement, evaluation and critical thinking | ✓ |  | ✓ | ✓ | ✓ | ✓ |
| Professionalism and ability to maintain confidentiality | ✓ |  | ✓ |  |  | ✓ |
| Creative/Innovative thinker | ✓ |  | ✓ |  | ✓ | ✓ |
| Highly motivated, enthusiastic, flexible, reliable & committed (including flexibility to attend evening meetings, emergencies, training and events out with office hours when required) | ✓ |  | ✓ |  |  | ✓ |
| Commitment to community-controlled ethos and GWHA’s values | ✓ |  | ✓ |  |  | ✓ |
| An awareness of the role of a property factor (GWEn) |  | ✓ |  |  |  | ✓ |