**Recruitment of independent directors to the Highland Housing Alliance**

**Person Specification:**

**Priority skills/experience:** Note: not all candidates need to demonstrate the below priority skills.

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| Financial management, accounting, risk.  | We need a member who has experience of working in finance, audit or risk who would be able to offer advice to the board.It would be an advantage if you had a formal qualification in finance.  | We will want you to tell us about your experience and how this has been gained in the written application. We will also be having a discussion with you about this during the interview.  |
| Development of housing, property market  | We need a member who has experience of working in property markets, preferably housing and has knowledge of the market in the Highlands. | We will want you to tell us about your knowledge/understanding and how this has been gained in the written application. We will also be having a discussion with you about this during the interview  |

**General Skills & Personal Qualities:** (we will want all applicants to demonstrate these)

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| Working collaboratively & constructively with others  | * appreciating the knowledge/skills of colleagues
* supporting colleagues whenever possible
* sharing knowledge at every opportunity
* showing respect for colleagues and stakeholders
* striving to achieve consensus able to accept a consensus decision even if it goes against a personal view
 | During the interview we will ask you to give us some practical examples of situations where you have worked collaboratively and constructively with others. This may have been in employment, through working in the community or in a voluntary capacity  |
| Challenging the views of others in a constructive and supportive way  | * being confident in questioning proposals and debating issues.
* putting forward your views in an objective way
* not being too dogmatic about your own perspective.

helping others to consider their own position in a non-confrontational way  | We will assess this by asking you to give us some practical examples of where you have demonstrated these skills. |
| Seeing the ‘bigger picture’  | * able to look ahead and consider issues/topics within different timeframes
* identifying relevant implications from what is being discussed such as challenges, risks etc.
* seeing beyond your own personal experience or specialism and considering other information and perspectives
* does not take a short term, parochial view

it is not necessary to have experience of developing or implementing a strategy  | We will assess this by asking you to give us some practical examples of where you have demonstrated these skills. |
| Analysing information and making decisions  | * using information which is available to reach conclusions
* clearly explain how conclusions have been reached
* identifying some of the implications associated with what you are considering – priorities, risks, opportunities etc.
* recognising when information is limited and where more information might be needed

being able to balance a number of different considerations  | We will assess this by asking you to give us some practical examples of where you have demonstrated these skills. |
| Communicating effectively  | * being focussed and succinct in your communication with good

listening skills * confident in expressing views and opinions in a group setting
* persuasive, able to influence others to your own perspective
* able to adapt your style appropriately for different situations
* satisfactory written skills
 | We will assess your written skills from the completion of your written application. We will assess your verbal skills through your responses in the interview.  |
| Enthusiastic and passionate about affordable housing | * knowledge/understanding of affordable housing and the company’s mission
* able to explain why you are interested in Highland Housing Alliance
* can enthuse others about the need for affordable housing
 | We will want you to tell us about your personal interest in and enthusiasm for provision of affordable housing. We will also have a discussion with you about this during the interview, as well as assessing your knowledge/understanding of the company.  |