

Competency Framework
**Deputy Regional Judge of the First-tier Tribunal
Property Chamber, Residential Property**

About the competency framework

The competency framework lists ways a judge who is working effectively as Deputy Regional Judge of the First-tier Tribunal Property Chamber, Residential Property, might demonstrate each of the five competency areas.

This framework is aligned to the Judicial Skills and Abilities framework used by the courts and tribunals judiciary, and the Judicial College, to ensure that role holders are assessed by the same measures at every stage of their career.

When considering your application and taking part in the selection process, please think how your experience is transferable to the competencies listed below. Each example you give should apply to a specific competency area. You do not need to address every bullet point in your example/s, but you should seek to address the competency area as a whole, as expressed in the description under each title.

Exercising Judgement

Demonstrates integrity and applies independence of mind to make incisive, fair and legally sound decisions

- Applies the relevant law and procedure correctly to progress the case
- Presents decisions clearly and in a considered way
- Demonstrates independence of mind
- Ensures fairness; demonstrates integrity and acts without bias or prejudice, especially in challenging, complex situations
- Is aware of conflicts of interest and deals with actual and potential risks
- Acts as a role model, leading by example, making sound and timely decisions with confidence

Possessing and Building Knowledge

Possesses a detailed knowledge of relevant areas of law and practice. Demonstrates an ability and willingness to learn and develop professionally

- Demonstrates extensive knowledge of the law and procedure within the jurisdictional area of the tribunal, or the ability to acquire it
- Demonstrates an ability to acquire knowledge rapidly, especially of unfamiliar or complex subject matter
- Keeps abreast of changes in the law, new tribunal processes and procedures
- Actively pursues and supports others in continuous learning and professional development
- Regularly shares relevant information and knowledge within the tribunal and works to fulfil the training and performance needs of the region.

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Assimilating and Clarifying Information

Quickly assimilates information to identify essential issues, develops a clear understanding and clarifies uncertainty where necessary

- Demonstrates the ability to assimilate and process large amounts of complex information from multiple sources rapidly
- Identifies, and ensures the focus remains on, the relevant issues
- Critically analyses information, and evaluates and interprets evidence, in order to reach a well-reasoned decision

Working and Communicating with Others

(‘Others’ includes judges and those involved in the administration of justice, as well as all *court/tribunal* users)
Values diversity and shows sensitivity to the different needs of individuals. Demonstrates good communication skills and develops effective working relationships with all

- Works constructively and courteously with others, providing support and seeking guidance, as appropriate
- Supports the Regional Judge in the management of the region and in contributing to the corporate development of the Chamber
- Establishes and maintains authority and demonstrates courtesy, inspiring respect and gaining the confidence of others
- Communicates effectively both orally and in writing, using technical language only when necessary, ensuring complex information is understood
- Listens attentively to ensure a fair opportunity to all parties to present their case whilst ensuring the efficient disposal of the proceedings
- Shows an awareness of the importance of diversity and sensitivity to the needs of different communities and groups
- Deploys appropriate strategies to maintain control and defuse tension
- Provides direction and maintains high levels of professional standards for self and others

Managing Work Efficiently

Works and plans effectively to make the best use of resources available

- Actively takes responsibility for efficient completion of the workload, planning and prioritising for the effective delivery of tribunal business in the region
- Demonstrates the ability to initiate, and implement, organisational change successfully
- Assists in providing clear direction, and engages with colleagues in establishing and improving performance standards
- Manages time and prioritises tasks to ensure efficient completion of workload, both in and out of the tribunal
- Resolves problems independently, but seeks advice and offers assistance to others when appropriate
- Demonstrates resilience, responding calmly and flexibly to changing circumstances and pressure
- Utilises available resources, including making full use of the latest technology and embracing innovation, to carry out the role in the most efficient way