

Competency framework  
**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 a Regional Judge of the First-tier Tribunal Property Chamber, Residential Property, might demonstrate each of the six competency areas relevant to this post.

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.

## Leadership

Provides professional and pastoral leadership. Ensures the efficient and effective discharge of tribunal business and acts as the public face of the judiciary

- Provides clear direction; plans and identifies priorities to ensure effective discharge of tribunal business
- Leads by effectively working with judges, the Judicial Office, administration and HMCTS
- Inspires others through personal enthusiasm, commitment to public service and the delivery of justice
- Demonstrates approachability; offers support and encouragement to fellow colleagues
- Engages with others regularly to establish and improve performance at individual and jurisdictional levels
- Works collaboratively with the Chamber President and other Regional Judges to manage strategic issues and to implement change successfully

## Exercising Judgement

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

- Leads through personal example, and is prepared to sit on the most challenging and complex cases
- Reaches decisions which are soundly reasoned using a structured approach, fully considering the law and circumstances of each case
- Demonstrates independence of mind
- Ensures fairness; demonstrates integrity and acts without bias or prejudice, especially in challenging, complex situations
- Presents decisions clearly, in a timely and appropriate manner
- Is aware of conflicts of interest and deals with actual and potential risks

## Possessing and Building Knowledge

Possesses a detailed knowledge of a relevant jurisdiction, law and practices. Demonstrates an ability and willingness to learn and develop professionally, encouraging others to do so as well

- Demonstrates extensive knowledge of the relevant law and its underlying principles and procedure
- Demonstrates a high ability to acquire knowledge, especially of unfamiliar or highly complex subject matter
- Keeps abreast of changes in the law, new tribunal processes and procedures
- Pursues, and supports others in, continuous learning and professional development, regularly sharing information and knowledge

## Assimilating and Clarifying Information

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

- Effectively assimilates and processes large amounts of complex information from multiple sources
- Identifies, and ensures the focus remains on, the relevant issues
- Weighs material fairly in order to reach a reasoned decision
- Identifies information gaps and appropriate means for obtaining further details

## Working and Communicating with Others

(‘Others’ includes judges and those involved in the administration of justice, as well as all tribunal users)

Values diversity and shows empathy and 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
- 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 where necessary, ensuring complex information is understood
- Shows an awareness of the importance of diversity and sensitivity to the needs of different communities and groups
- Demonstrates an ability to negotiate effectively and influence others
- Contributes to the development of the Chamber through active membership of the Management Board and one or more sub-committees

## Managing Work Efficiently

Works and plans effectively to make the best use of resources available to deliver an efficient judicial system

- Takes responsibility for efficient completion of the workload, planning and prioritising for the effective delivery of tribunal business in the region
- Makes time to contribute to the corporate development of the Chamber
- 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
- Resolves problems independently, but seeks advice, and offers assistance to others, when appropriate
- Demonstrates resilience, responding calmly and flexibly to changing circumstances and high-pressure situations
- Utilises available resources and takes a leading role in the deployment and use of new technology