Rutherglen and Cambuslang Housing Association
Person Specification

	Essential	Desirable
Experience	• Minimum of 3 years at a Senior Management level leading an organisation • Experience of developing and maintaining effective strategic partnerships • Experience of delivering continuous improvement and fostering a culture of innovation in an organisation • Track record in strategic planning and managing and minimising risk • Experience of successful strategic financial planning and budget management • Experience of implementing and adapting effective management control systems. • Experience of delivering physical and social regeneration and area-based positive change • Experience of leading in a highly regulated sector. • Experience of leading organisational change • Experience of leading a subsidiary	• Experience within a successful RSL, housing related or other voluntary organisation • Experience of and involvement with more than one sector (voluntary, public, private). • Experience of public relations and media management. • Experience of effective working with a voluntary Board • Substantial experience in at least one of the main functional areas of an RSL. • Extensive experience of the legal responsibilities and liabilities of RSLs.
Knowledge	• Significant knowledge of housing issues, legislation and regulation • Sound understanding of the Regulatory requirements • Significant knowledge of strategic, policy and financial issues affecting social housing • Understanding of, and commitment to, performance management and improvement • Significant understanding of the regulatory requirements for good governance	• Understanding of the funding arrangements for investing in current and new affordable housing. • Knowledge of the wider role potential of housing associations • Understanding of relevant IT systems

	Essential	Desirable
Skills and Abilities	• Professional and personal values aligned to the Association's, with a clear genuine commitment to equality, diversity and inclusion. • Excellent leadership and motivational skills with the ability to foster empowerment • Strategic thinking, planning and ability to analyse complex data and information • Well-developed interpersonal and communication skills (including listening, written, influencing and presentational) • Ability to challenge constructively • Performance driven with financial and business acumen • Able to build relationships and effective partnerships with a range of groups and interests. • Highly developed problem-solving and negotiating skills, with ability to manage complex projects. • Highly organised with the ability to manage competing deadlines and reprioritise to deliver key results. • Excellent IT Skills • Ability to effectively multi-task and manage varied and complex tasks	

	Essential	Desirable
Personal Attributes	• Ability to work evenings and occasional weekends • A high degree of personal integrity, capable of inspiring confidence and respect • Resilient with the stamina and self-awareness to manage the responsibilities of a demanding role • Performance driven • Commitment to ongoing professional development • Strong professional work ethos • Approachable and empathetic	• Clean driving licence with regular access to a car