

# PERSON SPECIFICATION

**Job Title:** Director of Inclusive Regeneration

**Grade:** JNC 2

**Directorate:** Housing, Regeneration & Public Realm

**S:** criteria for shortlisting

<b>Equal Opportunities</b>	To demonstrate a knowledge of equalities and diversity policies and how these influence service delivery	<b>S</b>
<b>Knowledge and Experience</b>	Substantial experience of housing development, regeneration and place making	<b>S</b>
	Comprehensive knowledge of the environmental and inclusive regeneration issues facing the borough.	<b>S</b>
	Excellent understanding of the political interface in a local authority and the role and needs of elected members	<b>S</b>
	Track record of successfully leading delivery of major housing / regeneration programmes	<b>S</b>
	Excellent understanding of business support, local economies, employment and skills requirements in a locality	<b>S</b>
	Senior management experience of leading, managing and motivating multi disciplinary teams to achieve high performance	<b>S</b>
	Substantial partnership working with a range of internal and external organisations to deliver common objectives	<b>S</b>
	Significant experience of advising on housing and regeneration strategy and policy for a large organisation, including planning at a corporate level and across agency boundaries	<b>S</b>
Significant involvement in developing budgets and funding strategies, monitoring and financial management and control.	<b>S</b>	
<b>Behaviours, Skills and Abilities</b>	<p>Ability to plan and work towards a long term strategic vision for Lewisham and translate that vision into reality.</p> <p>A creative and imaginative approach to housing development, regeneration and place making, able to act strategically and develop creative and innovative solutions</p> <p>A strong and highly motivated leader with energy and credibility who commands the confidence of Members, senior managers, colleagues and partner and stakeholders</p> <p>Ability to lead, coach, inspire and empower others to achieve their personal and organisational goals.</p> <p>Ability to build high achieving teams and relationships and achieve results through others</p> <p>Highly developed analytical and interpretation skills enabling judgements on a range of frequently highly complex and often conflicting facts and circumstances</p>	

	<p>Highly motivated, engaging and confident decision maker, able to enthuse, motivate and influence others.</p> <p>Able to establish effective and productive working relationships with both colleagues and external stakeholders.</p> <p>Able to act both corporately and collaboratively</p> <p>A creative and imaginative approach to the management of capital and assets balanced with the ability to manage risk effectively.</p>	
<p><b>Personal Qualities</b></p>	<p>Strong personal commitment to improving local public services</p> <p>A strong commitment to probity, honesty and openness, treating people consistently, fairly and with respect</p> <p>To be persistent, tenacious, highly motivated and not easily discouraged</p> <p>Inclusive and supportive team player</p> <p>Personal authority and stature to lead by example, achieve successful outcomes and able to act firmly and decisively</p> <p>To work in a flexible, adaptable manner and to act with discretion and tact at all levels of contact</p>	