An example of a Person Specification for a Senior Judicial Office

Criteria	SKILLS & ATTRIBUTES *What judicial office holders should do well and their typical characteristic features.*			BEHAVIOURS & EFFECTIVENESS *How judicial office holders should act and how successful they are at achieving desired outcomes.*		
	Knowledge and Expertise	**Intellectual Capacity**	**Exercising Judgement**	***('Leading and') Collaborating Effectively***	**Communicating Effectively**	**Managing Effectively**
Judicial Office	Has achieved the requisite legal expertise.	Quickly absorbs and analyses information and extracts the relevant facts.	Demonstrates a commitment to access to justice and the rule of law, delivery of just outcomes and the equal treatment of all.	Adapts to and deals effectively with a wide range of people, including skilled legal representatives and those without subject expertise.	Expresses and succinctly explains complex matters.	Displays diligence in the use of time and available resources for the effective disposal of business.
	Has the requisite breadth and depth of knowledge of the law and its underlying principles.	Inspires respect and confidence through the application of their knowledge.	Demonstrates integrity, objectivity and independence of mind.	Recognises and respects the diversity of communities and understands different needs.	Listens with patience and courtesy to a wide range of people, including skilled legal representatives and those without subject expertise.	Remains calm and resilient even when under pressure.
	Has transferability of skills including the ability to master unfamiliar areas of law.	Takes the necessary steps to maintain and enhance their knowledge so as to execute their duties with a high degree of competence.	Reaches timely, clear, reasoned decisions, advices or opinions, based on fact.	Uses all available resources including IT where appropriate to dispose of business efficiently and effectively.	Asks concise, relevant and readily understood questions.	Focusses self and others on priorities to achieve outcomes.