

The **Personal Profile** is set out below:

Applicants for the office of xxxx will be assessed against the following qualities, abilities and skills. All applicants must provide evidence demonstrating how they meet these requirements through the use of examples from their own experience.

1. Intellectual Capacity, Knowledge and Expertise

- Legal expertise and the ability to deal with complex problems.
- An ability to quickly absorb and analyse information and extract relevant facts in accordance with the applicable rules of evidence and procedure.
- Knowledge of the law and its underlying principles and the ability, where appropriate, to master unfamiliar areas of law.

2. Personal Qualities

- Integrity and Independence of mind.
- Sound judgment and decisiveness.
- Objectivity.
- An ability and willingness to learn and develop professionally.

3. Understanding and Fairness

- A commitment to justice and fair treatment.
- An awareness of the diversity of the communities which the courts and tribunals serve and an understanding of differing needs.
- An ability to adapt and deal effectively with a wide range of people including personal litigants.

4. Communication Skills

- An ability to express and succinctly explain matters of procedure and judgment and to listen with patience and courtesy to a wide range of people, including personal litigants.
- An ability to engage constructively and effectively with judicial colleagues and others, as part of a team.
- An ability to produce timely, clear and reasoned written and oral decisions.

5. Management Skills

- An ability to organise own and others' time and manage available resources for the effective disposal of business.
- An ability to inspire respect and confidence and to maintain authority when challenged.

6. Leadership*

- An ability to form strategic objectives and to provide leadership to implement and manage change effectively.

* Leadership only to be included in High Court and Presiding Tribunal offices.