

## **Qualities and Abilities**

Applicants for this selection exercise will be assessed against the following qualities and abilities: Those Qualities and Abilities marked with a \* are considered particularly pertinent for these exercises:

### **1. Intellectual Capacity\***

- High level of expertise in your chosen area.
- Ability quickly to absorb and analyse information.
- Appropriate knowledge of the law and its underlying principles, or the ability to acquire this knowledge where necessary.

### **2. Personal Qualities**

- Integrity and independence of mind.
- Sound judgement.
- Decisiveness.
- Objectivity.
- Ability and willingness to learn and develop professionally.

### **3. An Ability to Understand and Deal Fairly**

- An awareness of the diversity of the communities which the courts and tribunals serve and an understanding of differing needs.
- Commitment to justice, independence, public service and fair treatment.
- Willingness to listen with patience and courtesy.

### **4. Authority and Communication Skills**

- Ability to explain the procedure and any decisions reached clearly and succinctly to all those involved.
- Ability to inspire respect and confidence.
- Ability to maintain authority when challenged.

### **5. Efficiency**

- Ability to work constructively with others.
- Ability to organise time effectively and produce clear reasoned judgements expeditiously.
- Ability to work at speed and under pressure.