

Person Specification: Homeworks Trade Team Manager			
	Requirement	Essential (E) or Desirable (D)	Assessed by
Qualifications or training	• Level 3 qualification in a Facilities Management/Construction related subject	D	A
	• Relevant Managerial qualification	D	A
Experience	• Minimum of 2 years' experience of supervising / managing multi-discipline teams in a facilities management/maintenance/improvement operation across multiple sites and services	E	A/I
	• Experience of budget and financial management responsibility for P&L across service areas.	E	A/I
	• Experience of working in a services delivery organisation across property functions and multi- client contracts	E	A/I
	• Proven experience of successful business development and sustainable growth across service areas	D	A/I
	• Experience of working within a training environment with apprentices and learners supporting and monitoring their development	D	A/I
	• Experience of specifying and costing jobs using a Schedule of Rates	D	A/I
	• Experience of supporting tenders and bids	D	A/I
	• Experience of analysing performance data and producing reports for stakeholders	D	A/I
	• Experience of presenting to groups	D	A/I
Knowledge, Skills and Abilities	• Skills in managing a multi-skilled workforce and workforce planning	E	A/I
	• In depth knowledge of facilities management/maintenance related issues	E	A/I

Person Specification Candidate Template

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	<ul style="list-style-type: none"> • A good understanding of Health & Safety legislation in relation to maintenance and improvement operations 	E	A/I
	<ul style="list-style-type: none"> • A good understanding of Study Programmes and on the job training enhancing and developing Learners skills, knowledge and behaviours 	D	I
	<ul style="list-style-type: none"> • Ability to represent HomeWorks in meetings with internal and external stakeholders, included presenting through different channels in person or virtually. 	D	A/I
	<ul style="list-style-type: none"> • An ability to understand, encourage and motivate colleagues releasing their full potential in the achievement of their goals 	E	A/I
	<ul style="list-style-type: none"> • Ability to understand our business environment and through an awareness of financial and risk management makes sound business decisions 	E	A/I
	<ul style="list-style-type: none"> • Ensure we achieve the optimum balance between the cost, quality and quantity in the delivery of our services 	E	A/I
	<ul style="list-style-type: none"> • Ability to listen, question and convey ideas in a clear and understandable manner using appropriate language 	E	A/I
	<ul style="list-style-type: none"> • To demonstrate ownership of a commitment of the corporate vision and aims 	E	A/I
	<ul style="list-style-type: none"> • Identifies, appreciates and engages our diverse range of customers, to inform the design and delivery of future services, which exceed expectations 	E	A/I
	<ul style="list-style-type: none"> • Continuous encouragement and support to individuals to achieve their potential and commitment to own continuous personal development 	E	A/I
	<ul style="list-style-type: none"> • Embrace the ethos of motivation, innovation, direction and empowerment to inspire others to achieve the shared vision 	E	A/I
	<ul style="list-style-type: none"> • A commitment to the development of new and existing partnerships/relationships which support the delivery of the vision 	E	A/I
	<ul style="list-style-type: none"> • Ability to travel on a daily basis 	E	A/I

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				Assessment Methods Key
				Application (A)
				Interview (I)
				Test (T)
				Presentation (P)
				Certificates (C)