PERSON SPECIFICATION

Post Title	Landscape Architect	Band	11	Job Evaluation Reference	G756

Required Attributes		
1. EDUCATION AND TRAINING	**Essential**	**Desirable**
Chartered Member of the Landscape Institute	X	
SCQF Level 9 or equivalent in Landscape Architecture	X	
ICT training (ECDL), in particular Microsoft Office		X
2. KNOWLEDGE AND EXPERIENCE	**Essential**	**Desirable**
• **Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training**		
Professional knowledge and competencies consistent with Chartered Membership of the Landscape Institute as a Landscape Architect.	X	
In depth knowledge regarding Landscape Planning matters, particularly with regard to rural development, and upland environments.		X
Familiarity with the principles and processes of Landscape Design.		X
Familiarity with Planning Processes with respect to Development Planning and Development Management.		X
Knowledge and familiarity with the upland landscapes of lowland Scotland.		X
Substantial experience working in Landscape Planning, post qualification, in a Scottish rural area, and recent.	X	
Experience working with siting and design issues, and planning processes associated with large scale infrastructural projects and Major Developments; including preferably wind energy development		X
Involvement with trees, woodlands, and forestry, and associated protection, design issues, and planning processes.		X
Experienced in site work and landscape assessment, particularly LCA and LVIA; and preferably large scale site assessment for masterplanning, site assessment for detailed design matters, including trees.		X
Experienced in the presentation of landscape-related issues in professional and public meetings, at Committee, other public events; and preferably as expert landscape witness at Hearings and Public Inquiries.		X
3. SKILLS AND ABILITIES	**Essential**	**Desirable**
• **Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training**		
A high level of organisational skills dealing with large amounts and often complex documents, with technical and visual content	X	
Highly competent and professional communicator to diverse audiences with a good standard of written and spoken English, ability to present ideas visually, and competency with public presentation of landscape-related issues.		X

Negotiation skills, and ability to generate, present and discuss development siting and design options with landscape architects, other professionals, and the public.		X
Ability to prioritise and schedule work to achievable deadlines.	X	
Capable of working autonomously, and as part of a team.	X	
Competent with a range of administrative and technical requirements, associated with carrying out the role of Landscape Architect.	X	
4. PERSONALITY FACTORS	**Essential**	**Desirable**
• **Include personality traits and interpersonal skills that align to the Councils Core Behaviours**		
Enthusiastic champion of landscape matters, with ability to motivate and positively influence others.		X
Understanding and respectful of peers and colleagues, at all times.		X
Considered and objective professional judgement and behaviours	X	
Friendly, helpful, and willingness to help out with other general tasks as they may arise at work		X
5. OTHER REQUIREMENTS	**Essential**	**Desirable**
• **Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc**		
Ability to travel & have access to a vehicle/transport	X	
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: • Strengthen – our Communities · Understand – our children's needs · Protect – our vulnerable people · Promote – equality and diversity • Open and transparent – at all times · Respect – our environment · Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.