

BABCP Screening / Hearing / Health / Appeals Panel Member

Person Specification

Assessment method	Criteria	Essential	Desirable
Application	At least five years professional experience in a role that requires analysis of complex information and good judgement	√	
Application	[Only for panel members intending to chair Panel Hearings] the ability to act as a coordinator or spokesperson, or represent a group or team.	√	
Application	Experience of supervising and training and evaluating others		√
Application	Experience of disciplinary, adjudication, tribunals or other relevant experience in hearing complaints		√
Application	Excellent written communication skills, including the ability to produce readable reports that summarise complex information	√	
Application	Proven ability to work independently and remotely, using technology including Microsoft Office packages	√	
Application	Punctual and able to complete complex work under time pressure	√	
Application & Interview	Interpersonal skills, including empathy, sensitivity, and the ability to communicate in person, in a manner that meets the needs of a range of stakeholders.	√	

Interview	Ability to grasp the detail of a wide range of issues and contribute to objective decision-making by exercising sound judgement	√	
Interview	A good understanding of reputational and other organisational risks emerging from complaints and fitness to practise concerns	√	
Application/ Interview	Clear understanding of the importance of upholding the public interest via, consistent, equitable and proportionate regulation	√	
Application/ Interview	Understanding of the importance of best practice around equity, equality, diversity and inclusion initiatives	√	
Application	Knowledge of the legal and/or policy context affecting delivery and development of professional practice in a health, social care or therapeutic setting		√

All applicants should be willing to undergo Enhanced Disclosure and Barring Service (DBS) check or Scottish Protecting Vulnerable Groups (PVG) equivalent or Access NI in Northern Ireland. Given the nature of this opportunity, even spent convictions may be a bar to taking up a role as a panellist.