

STG Building Control Surveyors Framework

Job Title	Range	Entry	Development Route	Duties	Level A	Level B	Level C
Trainee Assistant Building Control Surveyor	Range 3	<ul style="list-style-type: none"> 4 GCSEs Grade 4 or above (including Maths and English) 2 A Levels or equivalent in relevant subjects 	ONC	<ul style="list-style-type: none"> General administration duties, general enquiries, I.T. familiarisation, production of GIS and server maps Accompany Surveyors in the course of their duties Carrying out supervised plans, vetting of simple projects e.g. alterations, garages Carrying out of supervised site inspections on simple projects as described above Demonstrate competence against the building inspector competence framework (BICoF) 	Salary: SP7	Salary: SP8	Salary: SP9
			HNC Registered Building Inspector (RBI) Class 2 A		<p>Required for this level (in addition to previous levels if applicable)</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Working towards Level 3 Business Administration qualification Technical Certificate Class 1 Registered Building Inspector (RBI) registration <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Enrolment on the two-year training programme to give the necessary skills and qualifications to develop a good understanding of the Building Regs and their application to the construction process <p><u>Experience</u></p> <ul style="list-style-type: none"> An awareness of IT systems and their application ideally in a building control function <p><u>Skills</u></p> <ul style="list-style-type: none"> Functional Skills Full driving licence valid for use in the UK and access to own transport for work purposes 	<p>In addition to level 3A</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Working towards Level 3 CIOB Certificate in Technical Support for Public Service Building Standards <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Completion of 50% of the training programme Good understanding of Quality Assurance and KPIs Ability to identify potential problems and taking appropriate action <p><u>Experience</u></p> <ul style="list-style-type: none"> Some knowledge or experience of working in construction or building control environment <p><u>Skills</u></p> <ul style="list-style-type: none"> Strong skills in the use of Microsoft Word, Excel, and Outlook Ability to remain calm and think clearly under pressure 	<p>In addition to levels 3A and 3B</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Level 3 CIOB Certificate in Technical Support for Public Service Building Standards Qualified ONC Building <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Full completion of the training programme Good understanding of the different Sector Specific frameworks Ability to actively participate in and progress through a structure development programme to build on professional experience and competence Ability to manage time effectively, planning own workload and setting appropriate objectives and deadlines <p><u>Experience</u></p> <ul style="list-style-type: none"> Ability to provide and analyse information and provide explanations for deviations and make recommendations for compliance with building regulations (this would normally equate to graduate level or the equivalent considerable experience) Minimum of 2 years construction experience <p><u>Skills</u></p> <ul style="list-style-type: none"> Ability to demonstrate an understanding of customer needs and being able to manage their expectations

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					<ul style="list-style-type: none"> Ability to use own initiative as well as be part of a team Start to develop effective relationships with members of the public, professional agents, elected members, government officials and colleagues <p>Behaviours</p> <ul style="list-style-type: none"> Work appropriately within the academic and workplace environments following policies and procedures as both individual and team player. Commitment to selected programme or relevant academic and/or vocational activities. Commitment to compliance with building inspector Code of Conduct. Ethical and inclusive behaviours. 	<ul style="list-style-type: none"> Understanding the process of team working and the part they play in ensuring objectives are met at this level 	<ul style="list-style-type: none"> Understanding and ability to deal with levels of work-related pressure, for example from deadlines, interruptions, or conflicting demands
					<p>Transferable skills This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> Following Instructions and Procedures Adhering to Principles and Values Working with People 		
					<p>Transferable skills This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> Leading and Supervising Entrepreneurial and Commercial Thinking 		

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Job Title	Range	Entry	Development Route	Duties	Level A	Level B	Level C
Assistant Building Control Surveyor	Range 4	<ul style="list-style-type: none"> Career Change with no construction experience but other transferable skills from previous employment Career change with construction experience HNC or equivalent with no building control experience 	Part time BSc in Building Control / Surveying Registered Building Inspector (RBI) Class 2 A	<ul style="list-style-type: none"> Under supervision able to competently carry out plan vets and site inspections on garages, single and two storey extensions and internal alterations Under supervision able to competently carry out plan vets and site inspections on garages, single and two storey extensions and internal alterations Demonstrate competence against the building inspector competence framework (BICoF) 	Salary: SP10	Salary: SP11	Salary: SP12
					<p>Required for this level (in addition to all previous levels)</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework</p> <ul style="list-style-type: none"> Class 1 Registered Building Inspector (RBI) registration <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Working towards Class 2 A-B registration under the BSR building control professionals registration Working towards HNC Building Studies or Structures <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Demonstrate an understanding of the Building Regulations and their application to the construction process <p><u>Experience</u></p> <ul style="list-style-type: none"> Experience of working in a Building Control environment Under supervision able to competently carry out site inspections and plan checking on domestic projects to assess compliance with building legislation Under supervision, providing preliminary advice to architects, agents, builders, and owners Carrying out inspections on proposed demolition of buildings and advising the safety measures that need to be taken 	<p>In addition to level 4A</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Working towards Level 4 LABC competency (or equivalent) <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Demonstrate ability to observe, assess and take authoritative action in respect of contraventions of building regulations on site Applying knowledge of standards and regulations to site scenarios Some Knowledge of Quality Assurance and KPIs <p><u>Experience</u></p> <ul style="list-style-type: none"> A minimum of two years relevant construction experience Inspecting building work Advising where work is incorrectly constructed 	<p>In addition to levels 4A and 4B</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Level 4 LABC competency (or equivalent) <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Demonstrate a good understanding and application of knowledge to the resolution of general problems and contraventions of building legislation Demonstrate understanding of building pathology and measures necessary to ensure public safety <p><u>Experience</u></p> <ul style="list-style-type: none"> A good understanding of the building control function, its legislative framework, and associated regulations Provide detailed advice and options for dealing with non-compliant work on grade specific developments Minimum of one year building regulation plan checking and site inspection experience

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					<p>Skills</p> <ul style="list-style-type: none"> • Ability to use own initiative as well as be part of a team working within recognised procedures. • Ability to develop effective relationships with members of the public, professional agents, elected members, government officials and colleagues. <p>Behaviours</p> <ul style="list-style-type: none"> • Work appropriately within the academic and workplace environments following policies and procedures as both individual and team player. • Commitment to selected programme or relevant academic and/or vocational activities. • Commitment to compliance with building inspector Code of Conduct. • Ethical and inclusive behaviours. 	<p>Skills</p> <ul style="list-style-type: none"> • Training and mentoring of more junior staff • Proficient in the use of Microsoft Word, Excel, and Outlook. • Ability to remain calm and think clearly under pressure, dealing with different tasks during a period of time. • Understanding the process of team working and the part they play in ensuring objectives are met at this level 	<p>Skills</p> <ul style="list-style-type: none"> • Ability to demonstrate a wide understanding of customer needs and being able to manage their expectations. • Demonstrable experience of coping well under pressure and difficult situations • Ability to identify and act on own development needs.
					<p>Transferable skills This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> • Networking • Learning and Researching 		
					<p>Transferable skills This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> • Leading and Supervising • Entrepreneurial and Commercial Thinking 		

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Building Control Surveyor	Range 5	<ul style="list-style-type: none"> HNC/HND with demonstrable skills in Building Control Career Change with construction and Building Control experience Degree in Building Control or related subject (no Building control experience) Degree in Building Control subject with Building Control experience 	LABC Level 4-5 academic qualification or equivalent Registered Building Inspector (RBI) Class 2 A-B	<ul style="list-style-type: none"> Without supervision be able to competently carry out plan vets and site inspections on garages, single and two storey extensions and internal alterations Able to able to competently carry out plan vets and inspection on more complex loft conversions, two storey extensions, drainage schemes Ability to deal with Building Regs for domestic extension/New Housing with little assistance and non-complex elements of Commercial Projects and demolitions without supervision Demonstrate competence against the building inspector competence framework (BICoF) 	Salary: SP13	Salary: SP14	Salary: SP15
					<p>Required for this level (in addition to all previous levels)</p> <p>Knowledge, Skills, Experience & Behaviour requirements at this level: Sector Specific framework</p> <ul style="list-style-type: none"> Class 1 or Class 2 A* RBI registration <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Class 2 Registered Building Inspector registration under the BSR building control professionals registration HNC/HND with demonstrable skills in building control <p>Knowledge</p> <ul style="list-style-type: none"> Understand Building inspections at all stages of work in process and carry out plan extensions to access compliance with building legislation Good working knowledge of building regulations and associated legislation, including finding innovative solutions to challenging proposals. Good Knowledge of Quality Assurance and KPIs. <p>Experience</p> <ul style="list-style-type: none"> Inspecting possible dangerous structures and advising on action to be taken 	<p>In addition to level 5A</p> <p>Knowledge, Skills, Experience & Behaviour requirements at this level: Sector Specific framework</p> <ul style="list-style-type: none"> Class 2 A* RBI registration (supervision as appropriate) <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Level 4 LABC competency (or equivalent) Degree in Building Control or substantial relevant experience <p>Knowledge</p> <ul style="list-style-type: none"> Advising where work is incorrectly constructed Good working knowledge of enforcement and the associated legislation <p>Experience</p> <ul style="list-style-type: none"> Observe, assess, and take authoritative action in respect of 	<p>In addition to levels 5A and 5B</p> <p>Knowledge, Skills, Experience & Behaviour requirements at this level: Sector Specific framework</p> <ul style="list-style-type: none"> Class 2 B* (supervision as appropriate) <p>Qualifications</p> <ul style="list-style-type: none"> Minimum of 1 years post qualification experience in Building Control. Membership or Associated Membership of Royal Institution of Chartered Surveyors or Chartered Association of Building Engineers or equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> Demonstrate the application of specialist knowledge to the resolution of complex problems and contraventions of building legislation Providing detailed advice and options for dealing with non-compliant work Full understanding of legislation and preparing and serving notices where contraventions are found Advising on the form and nature of enforcement action to be taken in the event of non-compliance Good understanding of legislation and preparing and serving of notices where contraventions are found. Good understanding of building pathology. <p>Experience</p> <ul style="list-style-type: none"> Undertake 'restricted activities' under the Building Safety Act 2022

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					<ul style="list-style-type: none"> • Significant building control experience with working knowledge of building regulations and legislation • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Demonstrable ability to use well developed communication skills to present complex/sensitive information in an understandable way, to a range of audiences. <p>Skills</p> <ul style="list-style-type: none"> • Ability to use own initiative as well as be part of a team responding independently to unanticipated problems and situations. • Ability to develop effective relationships with members of the public, professional agents, elected members, government officials and colleagues using advisory, guiding, or negotiating skills in order to encourage others to adopt a particular course of action. <p>Behaviours</p> <ul style="list-style-type: none"> • Commitment to developing knowledge and skills through continuing professional development. • Commitment to acting with integrity, respect and in compliance with the Code of Conduct. • Making effective decisions • Working as an individual and as part of a team • Ethical and inclusive behaviours <p>Transferable skills <u>This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</u></p>	<p>contraventions of Building regulations on site</p> <ul style="list-style-type: none"> • Inspecting building work across all phases for compliance • Demonstrable experience to work independently within clear guidelines and regularly use initiative to make decisions, referring to more senior officers for advice on policy/resource issues. • Demonstrable ability to deal with high levels of work-related pressure, for example from deadlines, interruptions, or conflicting demands. <p>Skills</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, and Outlook where speed and accuracy are required. • Ability to remain calm and think clearly under pressure, dealing with several tasks during a period of time. • Understanding the process of team working and the part they play in ensuring objectives are met at this level. 	<ul style="list-style-type: none"> • Inspecting and assessing complex building projects • Inspecting and acting on dangerous structures • Demonstrable ability to analyse and interpret varied and complex information and develop strategies and solutions for the medium and long term. • Demonstrable ability to use transferable skills to the delivery of the consultancy services. <p>Skills</p> <ul style="list-style-type: none"> • Ability to demonstrate a vast understanding of customer needs and being able to manage their expectations. • Demonstrable experience of coping well under pressure and difficult situations, able to identify and act on own development needs. • Demonstrable experience of supervising, co-ordinating or training other employees where required.

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					<ul style="list-style-type: none"> • Developing Results and setting customer expectations • Writing and Reporting • Communicating and influencing 		

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Senior Building Control Surveyor / Consultancy Building Surveyor	Range 6	<ul style="list-style-type: none"> Fully qualified surveyor to Member level or RICS or ABEng Minimum of five years relevant experience within Building Control and fully qualified to Member level of RICS or ABEng 	Professional qualification Level 5-6 academic qualification or equivalent Registered Building Inspector (RBI) Class 2 C-F	<ul style="list-style-type: none"> Carrying out the full range of duties for all types of building work including checking SBEM calcs, fire engineering principles etc Carrying out the full range of duties for all types of projects including training, marketing, and supervision of staff Demonstrate competence against the building inspector competence framework (BICoF) 	Salary: SP16	Salary: SP17	Salary: SP18
					Required for this level (in addition to all previous levels) <u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework <ul style="list-style-type: none"> Class 2 category A-B* (no supervision) <u>Qualifications</u> <ul style="list-style-type: none"> Fully qualified surveyor to Member level or RICS or ABEng. Degree in construction-related subject or substantial relevant experience. Working towards Class 2 categories C-D* (or equivalent) <u>Knowledge</u> <ul style="list-style-type: none"> To undertake building inspections at stages of work in process and carry out plan examinations to assess compliance with building legislation Current construction techniques Good working knowledge of building regulations and associated legislation, including finding innovative solutions to challenging proposals. Strong knowledge of Quality Assurance and KPIs. <u>Experience</u> <ul style="list-style-type: none"> Receiving building regulation applications and liaising with applicants to achieve compliance Carrying out inspections on proposed demolition of building and advising the safety measures that need to be taken Minimum of five years relevant experience within building control 	In addition to level 6A <u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework <ul style="list-style-type: none"> Class 2 categories C-D* (supervision as appropriate) <u>Qualifications</u> <ul style="list-style-type: none"> Working towards Class 2 categories E-F* (or equivalent) <u>Knowledge</u> <ul style="list-style-type: none"> Demonstrate ability to observe, assess and take authoritative action in respect of contraventions of building regulations on site Excellent working knowledge of enforcement and the associated legislation <u>Experience</u> <ul style="list-style-type: none"> Demonstrable experience to work independently within clear guidelines and regularly use initiative to make decisions, referring to more senior officers for advice on policy/resource issues. Demonstrable ability to deal with significant levels of work-related pressure, for example from 	In addition to levels 6A and 6B <u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u> Sector Specific framework <ul style="list-style-type: none"> Class 2 categories E-F* (supervision as appropriate) <u>Qualifications</u> <ul style="list-style-type: none"> Working towards Class 3 category G* (or equivalent) as appropriate Minimum of 5 years post qualification experience in Building Control <u>Knowledge</u> <ul style="list-style-type: none"> Demonstrate the application of specialist knowledge to the resolution of complex problems and contraventions of building legislation Excellent understanding of legislation and preparing and serving of notices where contraventions are found. Excellent advanced theoretical, practical, and procedural knowledge across current building control legislation as a specialist area or an equivalent level of organisation, procedural, and policy knowledge. <u>Experience</u> <ul style="list-style-type: none"> Demonstrable ability to analyse and interpret varied and complex information and develop strategies and solutions for the medium and long term. Demonstrable ability to use transferable skills to the delivery of the consultancy services.

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					<ul style="list-style-type: none"> • Significant building control experience with working knowledge of building regulations and legislation • Demonstrable experience of providing specialist information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Demonstrable ability to use well developed communication skills to present complex/sensitive information in an understandable way, to a range of audiences. <p>Skills</p> <ul style="list-style-type: none"> • Ability to use own initiative as well as be part of a team making frequent decisions and exercising initiative without ready access to more senior officers. • Proficient in the use of Microsoft Word, Excel, and Outlook where there is considerable need for precision and speed <p>Behaviours</p> <ul style="list-style-type: none"> • Commitment to developing knowledge and skills through continuing professional development. • Acting with integrity, respect and in compliance with the Code of Conduct. • Making effective decisions • Leadership and seeing the bigger picture • Working as an individual and as part of a team • Ethical and inclusive behaviours 	<p>deadlines, interruptions, or conflicting demands.</p> <p>Skills</p> <ul style="list-style-type: none"> • Excellent interpersonal skills. To be able to resolve difficult and sometimes confrontational situations and impose requirements on unreceptive customers. • Ability to remain calm and think clearly under pressure, dealing with several complex tasks during a period of time. • Understanding the process of team working and the part they play in ensuring objectives are met. 	<p>Skills</p> <ul style="list-style-type: none"> • Excellent verbal and written skills to communicate effectively with a wide range of individuals and groups, including the ability to explain complex matters logically and coherently. Including the ability to present evidence in court, chair meetings and write reports. • Demonstrable experience of coping well under pressure at this level and dealing with difficult situations, able to identify and act on own development needs. • Demonstrable experience of managing, advising, co-ordinating of and training other employees where required.

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					<p>Transferable skills This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> • Persuading and Influencing • Planning and Organising 		

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Managing Surveyor	Range 7	<ul style="list-style-type: none"> Fully qualified surveyor to Member level or RICS or ABEng Minimum of five years relevant experience within Building Control 	Professional qualification Level 6 academic qualification or equivalent Registered Building Inspector (RBI) Class 2 D-F and/or Class 3	<ul style="list-style-type: none"> Carrying out the full range of duties for all types of building work including checking SBEM calcs, fire engineering principles etc Demonstrate competence against the building inspector competence framework (BICoF) 	Salary: SP19	Salary: SP20	Salary: SP21
					<p>Required for this level (in addition to all previous levels)</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Fully qualified surveyor to Member level, RICS, ABEng or equivalent level of qualification. Class 2 category E* (no supervision). Class 3 category G* (supervision as appropriate). <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Excellent working knowledge of building regulations and associated legislation, including finding innovative solutions to challenging proposals. Excellent knowledge of Quality Assurance and KPIs. <p><u>Experience</u></p> <ul style="list-style-type: none"> Demonstrable experience in leadership and management Substantial building control experience with working knowledge of building regulations and legislation Demonstrable experience of providing specialist information, advice and guidance on internal policies and procedures relating to finance and interpretation of these 	<p>In addition to level 7A</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Minimum of 7 years post qualification experience in Building Control. Class 2 category F* (no supervision). Substantial management experience or qualification. Safety in Sports Grounds (or equivalent). <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Excellent working knowledge of enforcement and the associated legislation. <p><u>Experience</u></p> <ul style="list-style-type: none"> Performance management Demonstrable experience to work independently within clear guidelines and regularly use initiative to make decisions, only referring to more senior officers for advice on policy/resource issues. Demonstrable ability to deal with significant levels of work-related pressure, for example from deadlines, interruptions, or conflicting demands. 	<p>In addition to levels 7A and 7B</p> <p><u>Knowledge, Skills, Experience & Behaviour requirements at this level:</u></p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Class 2 category F* (no supervision). Class 3 category G* (supervision or no supervision as appropriate) Class 3 category H* (no supervision or supervision as appropriate) <p><u>Knowledge</u></p> <ul style="list-style-type: none"> A strong knowledge and understanding of the council's budgetary systems and financial matters. Excellent understanding of legislation and preparing and serving of notices where contraventions are found. Excellent advanced theoretical, practical, and procedural knowledge across current building control legislation as a specialist area or an equivalent level of organisation, procedural, and policy knowledge. <p><u>Experience</u></p> <ul style="list-style-type: none"> Demonstrable ability to analyse and interpret varied and complex information and develop strategies and solutions for the medium and long term. Demonstrable ability to use transferable skills to the delivery of the consultancy services. Demonstrable ability in the handling and resolution of complex complaints.

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					<p>in relation to specific circumstances.</p> <ul style="list-style-type: none"> • Demonstrable ability to use well developed communication skills to present complex/sensitive information in an understandable way, to a range of audiences. <p>Skills</p> <ul style="list-style-type: none"> • Exceptional verbal and written skills to communicate effectively with a wide range of individuals and groups, including the ability to explain complex matters logically and coherently. Including the ability to present evidence in court, chair meetings and write reports. • Ability to use own initiative as well as be part of a team using discretion and initiative over a broad area of activity with little access to senior managers. • Proficient in the use of Microsoft Word, Excel, and Outlook with developmental skills to analyse and interpret varied and complex information and produce solutions and strategies over the long term <p>Behaviours</p> <ul style="list-style-type: none"> • Commitment to developing knowledge and skills of self and others through continuing professional development. • Acting with integrity, respect and in compliance with the Code of Conduct. • High proficiency in making effective decisions • Leadership and seeing the bigger picture • High Proficiency communication and influencing. • Ethical and inclusive behaviours 	<p>Skills</p> <ul style="list-style-type: none"> • Excellent interpersonal skills. To be able to resolve difficult and sometimes confrontational situations and impose requirements on unreceptive customers without access to more senior officers. • Ability to remain calm and think clearly under pressure, dealing with several highly complex tasks during a period of time. 	<p>Skills</p> <ul style="list-style-type: none"> • Demonstrable experience of coping well under extreme pressure and difficult situations, able to identify and act on own development needs. • Substantial experience of supervising, co-ordinating or training other employees where required.

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					<p><u>Transferable skills</u> This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:</p> <ul style="list-style-type: none"> • Leading and Supervising • Entrepreneurial and Commercial Thinking 		