



AGRICULTURAL LAW ASSOCIATION

DISPUTE RESOLUTION PANEL

Competency Framework

About the Competency Framework

The competency framework lists ways an arbitrator/mediator/expert who is working effectively, might demonstrate each of the five competency areas relevant to this panel.

This framework is aligned to the Judicial Skills and Abilities framework used by Judicial Office and Judicial College.

When considering your application and taking part in the selection process please think how your experience is relevant to this panel.

Ensure you present specific examples in each competency area you are addressing.

You do not need to address every bullet point in your example, but you should seek to demonstrate by relevant examples the competency area as a whole.

A: Exercising Judgement

- Demonstrates integrity and applies independence of mind to make incisive, fair and sound decisions
- Makes decisions with confidence; quickly identifies and applies appropriate valuation practice, and the relevant law, regulations and procedures to facts and submissions – arbitration only.
- Is aware of conflicts of interest and deals effectively with actual and potential risks
- Demonstrates independence of mind
- Acts with integrity and ensures fairness in making appropriate decisions especially in challenging and complex situations



B: Possessing and Building Knowledge

- Possesses a detailed knowledge of own field of practice and an ability and willingness to learn and develop professionally
- Demonstrates knowledge of property valuation and dispute resolution within at least one of the fields of compensation, rating or leasehold enfranchisement
- Demonstrates an understanding of relevant law and procedure, with the ability to acquire additional expertise in the other jurisdictional areas of the tribunal
- Pursues the continuing professional development requirements of your primary profession

C: Assimilating and Clarifying Information

- Quickly assimilates information to identify essential issues, develops a clear understanding and clarifies uncertainty through eliciting and exploring information
- Effectively assimilates and processes large amounts of information from multiple sources
- Critically analyses the information and applies appropriate weight to it in order to reach a reasoned conclusion/challenge
- Identifies and focuses on the relevant issues, avoiding irrelevant detail
- Works collaboratively to evaluate and interpret the evidence in order to reach a well-reasoned decision/settlement

D: Working and Communicating with Others

(Others' includes other members of the Agricultural Law Association parties to a dispute and those involved in the administration of justice)

- Values diversity and shows sensitivity to the different needs of individuals.
- Demonstrates good communication skills and develops effective working relationships with all
- Uses effective verbal and written communication, earning respect and trust from others



- Presents information succinctly and in a well-reasoned manner, using technical language only when necessary, ensuring complex information is understood
- Works constructively and courteously with others, providing support and seeking guidance as appropriate
- Shows an awareness of the importance of diversity and demonstrates sensitivity to the particular needs of different communities and groups
- Provides direction and maintains high professional standards, using appropriate strategies to maintain authority and defuse tension when needed

E: Managing Work Efficiently

- Works and plans effectively to make the best use of resources available
- Manages time, and prioritises tasks and obligations to ensure efficient completion of workload
- Resolves problems independently, but seeks advice and offers assistance to others when appropriate
- Demonstrates resilience, adapting flexibly to competing demands and changing circumstances
- Makes efficient use of available technology and other resources