
Job description

Date: 9 February 2022

Department: City and Neighbourhood Services

Post number: 2069

Section: City Services

Job title: Dog Warden and Animal Welfare Manager

Grade: PO3

Main purpose of job

Responsible to the relevant line manager for the operational management of the Dog Warden and Animal Welfare Services.

Ensure the fulfilment of the council's statutory duty in relation to all enforcement and legislative compliance issues for the Dog Warden and Animal Welfare sections.

Manage and monitor such budgets as are allocated for the discharge of the relevant functions of the Dog Warden and Animal Welfare sections in accordance with the council's stated policies and any financial regulations or standing orders to ensure that the relevant objectives are met within budget.

Assist with the development of annual business plans, objectives and work programmes and preparation of consequential expenditure estimates within the postholders area of control.

Manage the Dog Warden and Animal Welfare sections in accordance with the principles of performance management and the council's policies concerning a total quality approach to ensure that the required standards of service are achieved and maintained within the context of value for money and ensuring continuous improvement.

Keep under review all legislation, codes of practice and other relevant developments in the post-holder's area of responsibility and to make timely recommendations to the relevant line manager concerning all changes to legislation, policy, procedures, training and development or other resource requirements necessary for the maintenance of efficiency and effectiveness of the council's statutory duties.

Assist as required with the management of the Pest Control Section.

Summary of responsibilities and personal duties

1. Assist the relevant line manager as required in drawing up an annual business plan, implementing the work programme and managing the performance of the sections.
2. Carry out enforcement, investigative, education, promotional and advisory duties relevant to the work of the sections including the Pest Control Section.
3. Manage and supervise all allocated operational staff, including developing and monitoring the rolling programme for the workload for the Dog Warden and Animal Welfare sections, ensuring service delivery in accordance with agreed standards.
4. Manage activities in relation to statutory duties ensuring all proper procedures are followed and any required administration is completed in a timely and accurate manner in liaison with the Quality and Business Support Sections and where appropriate including the Pest Control Section.
5. Draft and vet outputs including letters, legal briefs, warrants, court files and other documents, as required by the relevant line manager and to attend court as necessary.
6. Contribute positively to all team meetings and to carry out regular staff team meetings and briefings as required.
7. Participate in media interviews when directed or authorised by the relevant line manager.
8. Prepare and deliver relevant training to staff within the Dog Warden and Animal Welfare sections and to any other staff and to support them in the development and implementation of personal development plans.
9. Manage and undertake systematic quality and activity monitoring, managing appropriate written records, necessary to enable the post holder to undertake performance management of individual employees.
10. Assist, when required, the operational management in other sections within City Services.
11. Participate in the out of hours on-call rota as and when required and to support staff out of hours by offering advice and or practical help or assistance when required.
12. Ensure that staff maintain an up-to-date knowledge of legislation, policies and procedures as they relate to the carrying out of their duties and to ensure that the necessary administration standards are formulated and adhered to.
13. Liaise with elected members, MLA's, MP's, PSNI and local communities and their representatives as necessary, including community-based meetings and other forums, including out of hours, to ensure optimum customer service.
14. Assist with information technology development with the sections.
15. Represent the council, department and service on relevant internal and external groups as required and maintain effective liaison with stakeholders.

-
16. Represent the appropriate manager as required within the post holder's sphere of responsibility.
 17. Manage and monitor the Dog Warden and Animal Welfare section budgets and resources in accordance with the Council's policies, to ensure the financial objectives are met within budgets.
 18. Ensure that all staff whilst under their supervision, comply with all relevant aspects of the council, department and service health and safety policies and to take responsibility for the health and safety of staff within the Dog Warden and Animal Welfare sections, including the wearing of council workwear, appropriate protective and reflective clothing, safety footwear and other PPE; the safe handling of heavy objects and ensuring the safety of the public and council staff.
 19. Keep under review and up to date with all relevant legislation and formulate responses on all relevant consultation documents on behalf of the service, department and council as and when required and to develop policy and procedures relating to the legislative requirements on behalf of the service, department and council as required.
 20. Deal with corporate complaints, Freedom of Information, Data Protection and other information requests relevant to the unit.
 21. Participate and assist in rabies and any other emergency contingency planning and response relevant to the work of the sections.
 22. Participate in service, departmental and council-wide project teams as directed by the relevant line manager.
 23. Ensure that all vehicles allocated to the Dog Warden and Animal Welfare sections are kept in a clean and hygienic condition and to ensure that all vehicles are serviced and repaired as required.
 24. Ensure the effective management of and act as an authorised key-holder for all sites, buildings and properties as required.
 25. Motivate and manage any staff, that may be assigned to the post holder to ensure effective service delivery and to be responsible for reviewing and implementing a proper staff training and development programme.
 26. Participate in all induction and in-service training provided by Belfast City Council and in the induction and support of all newly appointed staff and other human resource management policies and procedures, as appropriate, including, absence management, disciplinary and grievance procedures.
 27. Participate as directed in the council's recruitment and selection procedures.
 28. Act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
 29. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.

30. Undertake such other relevant duties as may from time to time be required.

This job description has been written at a time of significant organisational change and it will be subject to review and amendment as the demands of the role and the organisation evolve. Therefore, the post-holder will be required to be flexible, adaptable and aware that they may be asked to perform tasks, duties and responsibilities which are not specifically detailed in the job description but which are commensurate with the role.

Employee specification

Date: 19 May 2022

Department: City and Neighbourhood Services

Post number: 2069

Section: City Services

Job title: Dog Warden and Animal Welfare Manager

Grade: PO3

Essential criteria

Qualifications and experience

Applicants **must**, as at the closing date for receipt of application forms:

- (a) possess a full, current driving licence which enables them to drive in Northern Ireland, **or**, have access to a form of transport which enables them to meet the requirements of the post in full¹; and
- (b) either, have a relevant third level qualification such as Business Studies, Management, Animal Care or equivalent qualification **and** be able to demonstrate on the application form, by providing personal and specific examples, that they have at least two years' relevant management experience in each of the following areas:
 - or**
 - be able to demonstrate on the application form, by providing personal and specific examples, that they have at least three years' relevant management experience in each of the following areas:
 - (i) the handling of animals in furtherance of the objectives of a business or other working environment;
 - (ii) providing advice and guidance on animal welfare issues to colleagues, members of the public and liaising effectively with other public or professional bodies; and
 - (iii) managing staff in accordance with the principles of personal development and performance management.

Special skills and attributes

Applicants **must** possess the following skills and attributes which will be tested at interview:

Technical knowledge: the ability to keep under review all legislation, codes of practice, practice and other developments relevant to the Dog Warden and Animal Welfare Service and to make recommendations regarding policy and practice

¹ Please be advised that this alternative is a 'reasonable adjustment' specifically for applicants with disabilities who, as a result of their disability, are unable to hold a full, current driving licence. However, please also be advised that, given the business need for the post-holder to respond to and attend incidents and call outs and to provide cover across all council areas, the 'reasonableness' of this adjustment will be thoroughly assessed prior to any appointment being made.

Team leadership and team working skills: the ability to effectively lead and manage the Dog Warden and Animal Welfare service, managing a team of staff and ensuring that the required standards of service delivery are achieved and maintained.

Communication skills: excellent written, oral and presentational skills, with the ability to write reports and to represent and promote the interests of the service and to develop and participate in educational or promotional campaigns. The ability to deal with media enquiries and to undertake interviews with the media in relation to the work of the unit.

Business planning skills: the ability to contribute effectively to business planning, developing work programmes and preparing and monitoring budgets.

Customer care skills: the ability to deal effectively with internal and external customers with a strong focus on customer care, and the ability to deal calmly and diplomatically with individuals in a tactful and sensitive manner.

Partnership working skills: the ability to work with a diverse group of other managers and professionals, both internally and externally, to meet common objectives.

Performance management skills: an understanding of how to deliver a value for money service via performance management systems and procedures including performance indicators, benchmarking and quality assurance methodologies.

Analysis and decision-making skills: the ability to consider relevant factors and the views of others when analysing complex problems and arrive at informed and justifiable decisions.

Political sensitivity skills: the ability to treat confidential matters with the appropriate discretion and the ability to work with elected representatives with an appreciation of the sensitivities of working in a political environment and an understanding of the operation of local government and the issues it faces.

Information technology skills: operational proficiency in the use of specialist software and MS programmes and an understanding of the potential for information technology to assist the work of the unit and how to assist with the development of systems and programmes.

Shortlisting criterion

In addition to the above essential criteria, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of application forms, can demonstrate on the application form, by providing personal and specific examples, **(iv)** relevant employment experience of legal enforcement and, or court procedures.

Belfast City Council

Terms and conditions of employment

Dog Warden and Animal Welfare Manager (PO3) Fixed Term Contract post for one year, subject to review

City Services Section

City and Neighbourhood Services Department

Job applicant privacy notice

Belfast City Council is the Data Controller under the General Data Protection Regulations (GDPR) for the personal data it processes relating to job applicants. Processing data from job applicants allows the council to manage the recruitment process, assess and confirm an applicant's suitability for employment and decide to whom to offer a job. It may also need to process data from job applicants to respond to and defend against legal claims.

If you apply for this job, you will be providing your personal data to the council whose lawful basis for processing it is for the performance of a task carried out in the public interest or in the exercise of official authority. In some cases, the council will also need to process your data to ensure it is complying with its legal obligations. For example, to monitor applicants' sensitive data for equal opportunities purposes and to check applicants' eligibility to work in the UK before employment starts. The council will collect a range of information about you, including:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, which may include benefit entitlements;
- whether or not you have a disability, or if your first language is not English, so that it can make reasonable adjustments, as required, during the recruitment process; and
- information about your entitlement to work in the UK etc.

The council will collect this information in a variety of ways for example, by application forms, through forms of assessment, from interview or from your identity documents. It may also collect personal data about you from third parties, such as references, but it will only seek this data if you have been recommended for appointment to the post and it will inform you that it is doing this. Your personal data will be shared internally within the council with staff who are involved in the recruitment process and, where necessary, between internal departments for the purpose of ensuring a fair, systematic and objective recruitment and selection process is in place. It will also be shared with external consultants for the purposes of candidate attraction and selection, where appropriate. Your personal data will not be shared or disclosed to any other organisation without your consent, unless the law permits or places an obligation on the council to do so. Your data will be stored in a range of different places including the recruitment file, the HR information management system and other IT systems such as email. It will be held and stored by the council in a safe and secure manner in compliance with Data Protection legislation and in line with the council's Records Retention and Disposal Schedule.

As a data subject, you have a number of rights. These include your right to:

- access and obtain a copy of your personal data on request;
- require the council to change incorrect or incomplete personal job applicant data; and
- require the council to delete or restrict processing your data.

If you have any queries regarding the processing of your personal data, please contact our Job Line on 028 9027 0640. If you wish to contact the council's Data Protection Officer, please write to Belfast City Council, City Hall Belfast, BT1 5GS or send an email to records@belfastcity.gov.uk

Please see further details of the terms and conditions relating to this post set out below:

Appointment

The appointment will be made by the selection panel, but will be subject to ratification by the director of the relevant department.

There may be a reserve list of applicants drawn up for this post which would last for a maximum of 12 months. Should a similar post become vacant within this time, it may be offered to those on the reserve list, in order of merit, without further interview. For generic-type posts, this may include posts in another department. **These posts may be either full-time, part-time or job share on a fixed term or temporary basis.**

If you are offered and you accept a temporary position e.g. a temporary part-time position for 3 months, and another temporary part-time position arises from the same recruitment campaign e.g. for 1 year, regardless of whether or not you are still working in your temporary part-time position, you will not be offered any further temporary part-time position. However, in certain circumstances, when all relevant applicants on the reserve list for temporary vacancies, full-time or part-time, have been offered opportunities for which they expressed a preference on their application form, and if the timing of the reserve list is still valid and there are still temporary vacancies to fill before the reserve list expires, the council reserves the right to 'revisit' the reserve list in strict order of merit. This is the only time when an individual who has been appointed to a temporary position e.g. a temporary part-time position can be offered another temporary part-time position.

If a similar post does become vacant within this time, it will be offered to candidates on the reserve list in the following way:

1. Candidates will be initially contacted by telephone and **must** respond within three working days to accept or decline the post.
2. Candidates who cannot be contacted by telephone will be contacted by letter and **must** respond by telephone or by return of acceptance form within five working days of the date of the letter.

If candidates do not respond within the above time frames, the post will be offered, in order of merit, to the next person on the reserve list. The names of those candidates who have not responded within the above timeframes will be retained on the reserve list, in order of merit, to be considered for future vacant posts.

However, if candidates have been contacted on three separate occasions, and they have not responded within the above timeframes on these three occasions, the council will assume that they are no longer interested in the post and their names will be removed from the reserve list.

Should your contact telephone numbers or your address change since you submitted your application form, it is your responsibility to notify the HR Employee Resourcing Unit on 028 9027 0640 or by emailing jobs@belfastcity.gov.uk with your new contact details.

This is a fixed term contract post for one year, subject to review.

If applicable, an existing permanent employee of Belfast City Council will, if successful, retain the right to return to their substantive post at the conclusion of the fixed term contract. An existing temporary or fixed term contract employee will, if successful, be appointed on the basis of a further temporary or fixed term contract with no automatic right to revert back to their temporary or fixed term contract post. Similarly, an existing agency assignee will, if successful, be appointed on the basis of a fixed term contract but with no automatic right to revert back to their original agency assignment. Temporary and fixed term contract employees and agency assignees should give consideration to this prior to applying or accepting this post.

Job details

Job description: please refer to the job description for details of the duties of the post.

Employee specification: please refer to the attached employee specification for details of any qualifications, licences, experience, etc. which are required for the post. Should an applicant be

recommended for appointment to this post, they will be required to produce official original proof of any qualifications, licences, etc. they relied upon to support their application. Please also be advised that an applicant must provide evidence to demonstrate that they were in possession of such qualifications, licences, etc. at the closing date for applications.

The employee specification for this post requires candidates to have a full, current driving licence which enables them to drive in Northern Ireland, or, “access to a form of transport which enables them to meet the requirements of the post in full”. Please be advised that this alternative is a ‘reasonable adjustment’ specifically for applicants with disabilities who, as a result of their disability, are unable to hold a full, current driving licence. Please also be advised that, given the business need for the post-holder to respond to and attend incidents and call outs and to provide cover across all council areas, the ‘reasonableness’ of this adjustment will be thoroughly assessed prior to any appointment being made.

Remuneration

The salary will be determined by the council in line with that determined by the National Joint Council for Local Government Services, currently Salary Scale PO3, SCP 32 to 35, £36,371 - £39,571 per annum (in normal circumstances, the starting salary is the minimum point), paid monthly by direct payment by the Bankers Automated Clearing System (BACS) to a bank or building society account of your choice.

Location

The person appointed will be based initially in the Cecil Ward Building, 4-10 Linenhall Street, Belfast, but will be required to work in and/or visit other locations.

Pre-employment checks

Prior to taking up duty the person recommended for appointment must:

- (a) Enter into an agreement which sets out the main terms and conditions of employment.
- (b) Provide evidence of the right to work and reside in the UK via an original full UK birth certificate and original proof of national insurance number (for example, via national insurance card, P45 or payslip etc). No temporary national insurance numbers can be accepted. Individuals who do not have a UK birth certificate will be asked to bring their passport and other documentation as required.
- (c) Produce official evidence of their qualifications, driving licence (both parts), as required. Please be advised that candidates must provide evidence to demonstrate that they were in possession of them at the closing date for applications.
- (d) Provide details of the bank or building society account to which their salary or wage will be lodged.
- (e) Provide two satisfactory work references. If suitably satisfactory references are not received, they will not be offered the appointment.
- (f) Pass satisfactorily a medical assessment by the council’s Occupational Health Service provider.
- (g) Complete the relevant Northern Ireland Local Government Officers’ Superannuation Committee (NILGOSC) membership or opt out forms.
- (h) Complete a disclosure of family relationships form.
- (i) Complete a disclosure of criminal convictions form, under the Rehabilitation of Offenders (NI) Order 1978. All applicants who are recommended for appointment to a post within Belfast City Council must provide details in respect of any criminal convictions which are not regarded as ‘spent’ convictions. Any disclosed convictions will be taken into account only when the conviction is considered relevant to the post and will be seen in the context of the job, the nature of the offence and the responsibility for the care of existing client/customer and employees.

If the person appointed acquires a conviction throughout the course of their employment with Belfast City Council, they must bring this to the attention of their line manager/departmental HR representative. Failure to comply with this request can result in a breach of the terms and conditions of employment and may result in sanction or dismissal. Any information will be dealt with confidentially and help is available.

Please note that if an applicant is recommended for appointment, they must complete the pre-employment checks, outlined above, within 10 working days or consideration will be given to withdrawing the recommendation for appointment and no formal offer of appointment will be made.

Council policies

The person appointed will be required to comply with all current and future council policies, procedures, guidelines, agreed working practices and any relevant collective agreements incorporated into the contract of employment.

Conditions

The general conditions of service as prescribed from time to time by the National Joint Council for Local Government Services and by the council for its officers shall apply to the appointment and the Single Status Implementation Agreement dated 2007 as renegotiated from time to time is hereby incorporated into the contract of employment.

A copy of the council's Disciplinary Procedure and Grievance Procedure will be issued to all new employees at the council's Induction Course.

Please note if you are an applicant with previous local authority service in England, Scotland, Wales etc., you are advised to clarify your particular situation with regard to the continuity of this service, prior to accepting an offer of appointment from Belfast City Council.

Service and hours of duty

The hours of duty are 37 per week, working five days per week, Monday to Friday. Flexible working hours are in operation between 7.30am and 6.30pm, with set core times that the person appointed must be in work. However, the person appointed will be required to start and finish work at specific times that suit the operational needs of the service and they will, when advised, be required to work outside of these hours for operational reasons including on extra statutory, bank and/or public holidays.

In accordance with the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service variations to the established working week or patterns of work will be reasonable and subject to adequate notice.

Annual leave

Annual leave and extra statutory, bank or public holiday entitlement is calculated in hours/minutes.

A person appointed on the standard full time hours of 37 per week will be entitled to 170.2 hours (23 days) annual leave, plus 88.8 hours (12 days) bank or other holidays.

Annual leave entitlement will be increased by 37 hours (5 days) in the case of officers who have not less than 5 years' continuous service and by a further 22.2 hours (3 days) in the case of officers who have not less than 10 years' continuous service.

Figures in brackets represent the number of days based upon a standard day of 7.4 hrs.

For individuals who do not work the standard full-time hours, annual leave and extra statutory, bank or public holiday entitlement will be calculated on pro-rata basis to their contracted hours, based on the standard full time hours of 37 per week and a standard day of 7.4 hours (i.e. 7 hrs 24 minutes).

Employees are entitled to a holiday with a normal day's pay for each of the statutory, general and public holidays as they occur. Where the balance of the employee's public / bank and statutory holiday entitlement has been exhausted, additional leave taken for public / bank and statutory holidays will be deducted from the employee's annual leave entitlement.

All employees required to work on extra statutory, bank or public holidays will be remunerated in accordance with Part 3, paragraph 2 of the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.

The leave year commences on 1 April. If an employee starts part way through the annual leave year, the employee will receive annual leave entitlement on a pro rata basis, calculated on the number of days remaining in the current leave year from the first day of employment.

Sick leave

This scheme is intended to supplement Statutory Sick Pay and Incapacity Benefit so as to maintain normal pay during defined periods of absence on account of sickness, disease, accident or assault. Absence in respect of normal sickness is entirely separate from absence through industrial disease, accident or assault arising out of or in the course of employment with a local authority. Periods of absence in respect of one shall not be set off against the other for the purpose of calculating entitlements under the scheme. Employees are entitled to receive sick pay for the following periods:

During first year of service	one month's full pay and (after completing four months service) two months half pay
During second year of service	two months' full pay, and two months' half pay
During third year of service	four months' full pay, and four months' half pay
During fourth and fifth years of service	five months' full pay, and five months' half pay
After five years' service	six months' full pay, and six months' half pay

Superannuation

The person appointed will automatically become a member of the Local Government Pension Scheme (Northern Ireland) LGPS (NI) in line with scheme regulations. They may opt out of the scheme. However, the council is required to comply with automatic enrolment provisions and will automatically enrol the person appointed at certain times. The LGPS (NI) is administered by Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) (www.nilgosc.org.uk).

Travel

A van may be provided from time to time in order to carry out some of the duties of the post.

Car user

This job may require the post-holder to visit and carry out council duties in areas and locations across the city as and when required. If required to travel for official Council business, the post-holder will be reimbursed at the appropriate mileage rate.

Canvassing

Canvassing in any form, oral or written, direct or indirect, will disqualify an applicant for appointment. Candidates can, however, contact the relevant department for further information about the post. The person from the relevant department who provides further information should not be a member of the selection panel.

Notice

The minimum period of notice to be given by an employee shall normally be the ordinary period from one payment of salary or wages to the next.

Belfast City Council may terminate an employee's employment with the council by giving the following period of notice:

Continuous service	Period of notice
One month or more but less than two years	Not less than one week
Two years or more but less than twelve years	Not less than one week for each year of continuous service

12 years or more

Not less than 12 weeks

If applicable, for temporary project / cover / review posts, it is usual to give one week's notice to terminate these temporary arrangements and your statutory notice period which relates to your substantive post with the council remain unchanged.

Probationary period

The person appointed may be required to complete a six month probationary period, if this is a requirement of the relevant department, and during this time one week's notice will be given by the council to terminate employment.

Interview expenses

Reimbursement of interview expenses is not available.

Receipt of applications

Completed applications must be received by email to jobs@belfastcity.gov.uk by **4pm on Monday, 11 July 2022**.

Please note that it is the candidate's responsibility to ensure that their application form is submitted and received in the Human Resources Section by this closing date and time. Application forms returned electronically must be submitted as an email attachment. Due to the council's Computer Use Policy and security protocols, storage services such as SkyDrive are not accessible. Applications submitted as a link to a storage service will not be accepted. No late application forms will be considered. No application forms, or supporting information in respect of an already submitted application form, will be considered after this date and time. Applications will not be accepted by fax.

We are unable to issue or receive any hard copy application forms, either by post or hand-delivered.

Short-listing and interview date

It is envisaged that short-listing for this post will take place on **Monday, 18 July 2022**. Whilst no specific testing or assessment arrangements are anticipated for this post, depending on the volume of applicants, the council reserves the right to include these mechanisms as part of the selection process. It is also envisaged that interviews will be held, via MS Teams, on **Wednesday 27 July 2022**.

The council will make all reasonable efforts to accommodate applicants who are unavailable on the specified interview date but it is under no obligation to do so.

Belfast City Council

Application for appointment as:

Dog Warden and Animal Welfare Manager (PO3)

(There is currently one full-time Fixed Term Contract post for one year, subject to review. Other full-time, part-time, job share, fixed term and temporary posts may be filled from a reserve list.)

City Services Section

City and Neighbourhood Services Department

Name of Applicant:

Address:

The closing date for applications is **4pm on Monday, 11 July 2022.**

Completed application forms should be emailed to jobs@belfastcity.gov.uk and you will receive an automatic reply when your application has been received. If you don't receive an acknowledgement within 30 minutes, please call 9027 0640 to confirm receipt (office hours are normally Mon-Thurs 8.30am-5pm, Fri 8.30am-4.30pm). You must confirm receipt **before** the closing date and time as we will not be able to accept applications that are sent but not received before the closing date and time.

Please note we are unable to issue or receive any hard copy application forms either by post or hand delivered. All application forms must be emailed to jobs@belfastcity.gov.uk

If you have a disability and require any reasonable adjustments, or your first language is not English and you require any assistance with any aspect of our recruitment and selection process, please call 028 9027 0640

Belfast City Council is an equal opportunities employer and we welcome applications from all sections of the community



**Belfast
City Council**

In addition to filling the immediate vacancy, we also intend to create a reserve list of successful applicants, in strict order of merit based on performance at interview. We anticipate that this list will last for 12 months, or until it is exhausted, whichever is sooner.

Therefore, should a similar post to the immediate vacancy become available within this time we may offer it to those on the reserve list, in order of merit, without further interview.

These posts will be on a fixed term/temporary basis and may be working full-time, part-time or job share hours.

Please indicate below whether you would be interested in working full-time or part-time hours by ticking the appropriate box.

If you are interested in full-time, part-time and job share positions, please tick (✓) all boxes.

Hours of work:

Full-time **Part-time** **Job share**

You can apply for all positions and, if appointed to the reserve list, you will be considered for full-time, part-time and job share hours.

If you apply for all positions, you can accept a post working part-time hours without giving up your right to be offered a post working full-time hours.

It is important to note: If you are placed on the reserve list, you will only be offered vacant posts on the basis of the information you have provided above. For example, if you have ticked that you wish to be considered for full-time hours only and a part-time post becomes available, we will not offer you this part-time post.

Section 1: Personal details

Are you currently employed by Belfast City Council?

Yes No

If yes, please enter your staff number:

Have you been previously employed by Belfast City Council?

Yes No

If yes, please state your reason for leaving:

1. Your details

(a) Title: (Mr, Mrs, Ms, Miss, Mx, Dr etc)

(b) Forenames:

(c) Preferred name:

(d) Surname:

2. Contact details

(a) Telephone number:

(b) Email address:

(c) Address 1:

(d) Address 2:

(e) Town:

(f) County:

(g) Postcode:

3. Other information

National insurance number:

Section 2: Qualifications and employment history

4. Qualifications

- (a) Details of qualifications obtained (please refer to employee specification):
 Please state name, level and grade of qualification, the year attained and the examining body or university/college which awarded your qualification as this information may be needed by the selection panel.
If applicable, applicants must, as at the closing date for receipt of application forms, have a third level qualification such as Business Studies, Management, Animal Care or equivalent qualification.
Please detail your relevant qualification below:

Year:	Examining body / University / College:	Level of qualification:	Subject:	Grade or mark:

- (b) If you are applying for a post on the basis of a qualification which is not stated on the employee specification but which you consider to be equivalent, please list the main topics and modules below to demonstrate how you feel it is equivalent in terms of level, breadth, depth and content etc. Please also provide any further information which you feel supports your case.
 (The selection panel will make the final decision on the relevance and equivalence of your qualification.)

Year:	Examining body / University/College:	Level of qualification:	Subject and modules studied:	Grade or mark

Any other support evidence as to the equivalence of the qualifications stated, for example, breadth of overlap with qualification as detailed in the employee specification:

--

Employment history

- (c) Details of current employment and current position held:

Name and address of current employer (if any):	Exact date employment commenced (dd/mm/yyyy):	Position held with current employer:	Salary:

(d) Details of previous employment and positions held:

Name and address of previous employer(s):	From: (dd/mm/yyyy)	To: (dd/mm/yyyy)	Position(s) held:	Salary:

Section 3: Driving licence and experience

5.
(a) Do you hold a full, current driving licence which enables you to drive in Northern Ireland, or, access, to a form of transport which enables you to meet the requirements of the post in full?* ¹

***Please be advised that this alternative is a 'reasonable adjustment' specifically for applicants with disabilities who, as a result of their disability, are unable to hold a full, current driving licence.**

Yes No

If you have answered yes to the above question, please also provide details of your driving licence number, start and expiry dates:

Licence number: _____ Start date: _____ Expiry date: _____

By providing this information, you are consenting to Belfast City Council verifying your licence details with the Driver and Vehicle Agency (NI).

You must complete the application form in either typescript (Arial font size 11) or legible hand-writing using black ink. You must limit your text in this section, i.e. (b i) to (b iv), to no more than one A4 page per criterion. You must not use continuation sheets. If you submit more than one page per criterion, the short-listing panel will only consider the first page of information and you may not be short-listed.

Applicants **must**, as at the closing date for receipt of application forms, be able to demonstrate by providing personal and specific examples on the application form, that they meet the experience as stated in the employee specification.

Essential criteria

Applicants **must**, as at the closing date for receipt of application forms:

- (b) either, have a relevant third level qualification such as Business Studies, Management, Animal Care or equivalent qualification **and** be able to demonstrate on the application form, by providing personal and specific examples, that they have at least two years' relevant management experience in each of the following areas:

or

be able to demonstrate on the application form, by providing personal and specific examples, that they have at least three years' relevant management experience in each of the following areas:

- (i) the handling of animals in furtherance of the objectives of a business or other working environment;
- (ii) providing advice and guidance on animal welfare issues to colleagues, members of the public and liaising effectively with other public or professional bodies; and
- (iii) managing staff in accordance with the principles of personal development and performance management.

Short-listing criterion

In addition to the above essential criteria, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of application forms, can demonstrate on the application form, by providing personal and specific examples, (iv) relevant employment experience of legal enforcement and, or court procedures.

¹ Please be advised that this alternative is a 'reasonable adjustment' specifically for applicants with disabilities who, as a result of their disability, are unable to hold a full, current driving licence. However, please also be advised that, given the business need for the post-holder to respond to and attend incidents and call outs and to provide cover across all council areas, the 'reasonableness' of this adjustment will be thoroughly considered prior to any appointment being made.

In boxes (b) (i) – (iv) below, please provide the following detail:

- (i) You must clearly state the start and end dates of your relevant experience including the number of years' management experience you have in this area. You must clearly detail your managerial role including the range of animals you handled, the purpose of this and what it entailed; how this animal handling furthered the objectives of a business or other working environment; the challenges encountered and how you managed this; how you ensured that your work benefited the business or other working environment, etc.
- (ii) You must clearly state the start and end dates of your relevant experience including the number of years' management experience you have in this area. You must clearly detail the range of advice and guidance that you gave on animal welfare issues; the range of people to whom you gave this advice; how you worked effectively with other public or professional bodies in relation to animal welfare issues; the purpose and outcome of this work; how this experience was gained in a managerial role, etc.
- (iii) You must clearly state the start and end dates of your relevant experience including the number of years' management experience you have in this area. You must clearly detail your role including your duties and responsibilities in relation to managing and motivating staff; how many people you were responsible for; how you managed your staff in accordance with the principles of personal development and individual performance management; any staff difficulties you encountered and how you overcame them, etc.
- (iv) You must clearly detail your employment experience of legal enforcement and, or court procedures; the duties you undertook in relation to this; the range of issues you dealt with; the legislation you were working within; the purpose and outcome of this work, etc.

(bi)

Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' or three years' relevant management experience (as outlined in the Employee Specification) in the handling of animals in furtherance of the objectives of a business or other working environment.

Continuation sheets must not be used

(bii)

Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' or three years' relevant management experience (as outlined in the Employee Specification) of providing advice and guidance on animal welfare issues to colleagues, members of the public and liaising effectively with other public or professional bodies.

Continuation sheets must not be used

(biii)

Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' or three years' relevant management experience (as outlined in the Employee Specification) of managing staff in accordance with the principles of personal development and performance management.

Continuation sheets must not be used

(biv)

Shortlisting criterion: If applicable, applicants must demonstrate here, by providing personal and specific examples, that they have relevant employment experience of legal enforcement and, or court procedures.

Continuation sheets must not be used

Section 4: Other information

6. Notice required to terminate present position:

7. If you are not currently employed by Belfast City Council, please provide the required information of two persons not related to you, to whom references may be sent. Both of your referees must be either your current or previous employers (if applicable). Both should be able to comment on your ability to carry out the particular tasks of the job. If you do not wish us to contact your present employer, please provide your most recent previous employer.

1. Current or previous employer (if any)

Name:

Job title:

Name of organisation:

Address (including post code):

Contact telephone:

Email address:

2. Other employer referee (or character reference if applicable):

Name:

Job title (if applicable):

Name of organisation (if applicable):

Address (including post code):

Contact telephone:

Email address:

I certify that the above information is correct and understand that any false or misleading information, if proved, may result in no further action being taken on this application, or, if appointed, dismissal from the service of the council.

Signed:

Date:

Equal opportunity monitoring form

HR Reference number: 0000001605 /

Belfast City Council is committed to ensuring that all eligible persons have equality of opportunity for employment and advancement in the council on the basis of ability, qualifications and aptitude for the work. To ensure the effective implementation of the Equal Opportunities Policy all applicants are requested to complete the following questionnaire. This questionnaire will be removed from your application form and will be strictly controlled in accordance with the Code of Practice on Monitoring agreed with Trade Unions.

This questionnaire will not be seen by either the short-listing or interview panels.

Personal details:

Date of birth:

Gender Identity:

How do you define your gender?

Male

Female

Prefer not to answer

I use another term (for example, Intersex, non-binary), please specify:

Do you consider yourself to be trans* or transgender**?

Yes

No

Prefer not to say

*Trans can be used as an umbrella term to describe people whose gender is not the same as, nor does it sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms e.g. transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, crossdresser, genderless. The use of trans as an umbrella term may not be acceptable to all transgender people.

** Someone who intends to transition, is transitioning or has transitioned from the gender they were assigned at birth.

Family status:

Married

Single

Divorced

Separated

Widowed

Cohabitant

Same sex marriage

Civil partnership

Dissolved civil partnership

Prefer not to answer

Other, please specify

Ethnic origins:

White

Indian

Pakistani

Bangladeshi

Chinese

Irish Traveller

Black African

Black Caribbean

Prefer not to answer

Black other, please specify

Mixed ethnic group, please

specify

Other, please specify

Please state your nationality or citizenship (for example, British, Irish, Polish):

Official use only:

Dob

Gender Identity

Status

Ethnic origin

Nation

Persons with and without a disability:

A person has a disability if they have “a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities” (Disability Discrimination Act, 1995)

Do you, in accordance with the above, have a disability?

Yes No

Prefer not to answer

Disability

If yes, please state nature of disability:

If No, have you ever had a disability?

Yes No

Prefer not to answer

History

While the selection panel will be made aware that you have a disability for the purposes of operating the Guaranteed Interview Scheme, they will not know the nature of your disability or if you need any reasonable adjustments as part of the recruitment and selection process unless you advise them.

Therefore, if you require any reasonable adjustments as part of the recruitment and selection process, please outline them:

If you wish to discuss any of this information further or you require any further clarification about the Guaranteed Interview Scheme, please feel free to contact our Helpline on **(028) 9027 0640** and we will be happy to help.

In addition, if you are aware of any adjustments that you will require, should you be successful in obtaining the job, please outline them:

Official use only:

Persons with and without dependants:

If yes, please tick the relevant box(es) below- you may tick more than one box

Do you look after or are you responsible for caring for anyone? Yes No

Dependants

If yes, please tick the relevant box(es) below- you may tick more than one box

Children Relative A person with a disability

Prefer not to answer

Other, please specify:

Sexual orientation:

What best describes your sexual orientation?

- Bi
- Gay/lesbian
- Heterosexual/straight
- Prefer not to answer
- I use another term, please specify:

Orientation

Religious affiliation or community background:

The council is required by The Fair Employment and Treatment (NI) Order 1998 to monitor the perceived religious affiliation or community background of its employees and applicants. In accordance with the Monitoring Regulations 1999, we are asking you to indicate the community to which you belong by ticking the appropriate box below:

- I am a member of the Protestant community
- I am a member of the Roman Catholic community
- I am a member of neither the Protestant nor Roman Catholic communities
- Prefer not to answer

Code
Method

Please note: If you do not complete this section, we are encouraged to use the 'residuary' method, which means that we can make a determination on the basis of personal information on your application form.

Religious belief or tradition:

Please specify your religious belief, for example, Christian, Hindu, Muslim:

Religious belief

No religious belief

Not disclosed

Additional information:

To monitor the effectiveness of our advertising, please indicate where you saw this job advertised:

- | | | | | | |
|---|--------------------------|--------------------|--------------------------|------------------------------|--------------------------|
| Belfast Telegraph | <input type="checkbox"/> | Irish News | <input type="checkbox"/> | Newsletter | <input type="checkbox"/> |
| Sunday Life | <input type="checkbox"/> | Specialist journal | <input type="checkbox"/> | LinkedIn | <input type="checkbox"/> |
| Council trawl | <input type="checkbox"/> | Council website | <input type="checkbox"/> | Nijobfinder.co.uk | <input type="checkbox"/> |
| Facebook | <input type="checkbox"/> | Twitter | <input type="checkbox"/> | Word of mouth | <input type="checkbox"/> |
| Department of Learning, Jobs and Benefits | <input type="checkbox"/> | Executive search | <input type="checkbox"/> | Localgovernmentjobsni.gov.uk | <input type="checkbox"/> |

Other, please state where: