
Job description

Date: April 2021

Department: Place and Economy

Post number: 1995

Section: Economic Development (Culture and Tourism)

Job title: **Culture Development Officer**

Grade: PO3

Main purpose of job

Reporting to the Culture Development Manager, the post will be responsible for:

- Developing, leading and implementing a range of culture, arts and heritage projects in support of the overall delivery of the Cultural Strategy (A City Imagining), in order to enhance our cultural offering and enable the cultural and creative sector to prosper.
- Developing and maintaining effective partnerships with other organisations in both the public and private sectors to ensure a strategic and coordinated approach to cultural development in the city.
- Contributing to the development of specific targeted cultural initiatives and ensuring the management and delivery of these, engaging with and working closely with key internal and external stakeholders where appropriate.

Summary of responsibilities and personal duties

1. Contribute to the development, management and implementation of the Cultural Strategy for Belfast City Council and any other relevant corporate strategies, taking account of wider departmental and corporate objectives including the ongoing delivery of the Belfast Agenda.
2. Identify, develop and deliver a comprehensive range of key arts, heritage and culture projects, small and large scale, and assist in the development of targeted initiatives to deliver on Belfast City Council's Cultural objectives, playing a key role driving forward the cultural agenda.
3. Undertake timely and relevant research to track, monitor and evaluate the impact of cultural initiatives across the city and assist in the identification of opportunities to maximise the council's contribution to the city's cultural offering.
4. Coordinate the assessment, monitoring and evaluation of financial support to cultural organisations in accordance with the council's policies, funder policies, financial regulations and standing orders.
5. Identify and pursue opportunities to work collaboratively with other officers in the service, with colleagues in the department and across the wider organisation in order to ensure a consistent approach to cultural development and support others to develop their knowledge and understanding of the positive role of arts and culture.
6. Develop and maintain strong links with range of key stakeholders and organisations in the cultural sector, strengthening relationships and working with cultural and creative partners to support local capacity building and skills development and identify barriers to cultural development.
7. Develop and cultivate effective partnership approaches across the organisation and with key agencies and delivery partners, taking forward innovative approaches to joint planning and delivery, and ensure a coordinated approach to tourism development.
8. Effectively contract manage allocated projects in line with agreed outcomes and ensure appropriate financial and project management by project delivery agents.
9. Prepare and source external funding from relevant government agencies, private sector, European funding initiatives to support cultural development of the city and manage and monitor external sourcing of funding, ensuring compliance with all grant claims.
10. Coordinate the assessment, monitoring and evaluation of financial support to culture and arts organisations in accordance with the council's policies, funder policies, financial regulations and standing orders.

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11. Develop and maintain a high level of professional knowledge and sector insight and disseminate relevant information to management, key stakeholders and other organisations on relevant council activities, including the availability of grants, sector trends and emerging issues.
 12. Assist in the monitoring and management of such budgets as are allocated for the discharge of the unit's functions in accordance with the council's policies, financial regulations and standing orders, to ensure that the unit's objectives are met within the budget.
 13. Work closely with the Council's Marketing and Communications team to develop and manage all appropriate forms of communication to promote the work of the team and ensure that all specific cultural focused projects are promoted effectively.
 14. Prepare reports, corporate briefings and policy responses for senior management, Committee and Members on relevant culture and issues and attend committees, corporate management teams and external working groups as and when required.
 15. Influence cultural policy and strategy development both within council and with external agencies in order to support the delivery of the Cultural Strategy and other key strategic priorities.
 16. Supervise and manage any staff that may be assigned, within the post holder's sphere of responsibility to ensure effective service delivery and to be responsible for reviewing and implementing a proper staff training and development programme.
 17. Represent the Culture Development Manager as required, within the post holder's sphere of responsibility.
 18. Participate as directed in the Council's recruitment and selection procedures.
 19. Act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
 20. 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 procedures, as appropriate, including, absence management, disciplinary and grievance procedure.
 21. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.
 22. Undertake other such 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: April 2021

Department: Place and Economy

Post number: 1995

Section: Economic Development (Culture and Tourism)

Job title: **Culture Development Officer**

Grade: PO3

Essential criteria

Applicants **must**, as at the closing date for receipt of application forms and throughout the selection process, be a current Belfast City Council employee.

Qualifications and experience

Applicants **must**, as at the closing date for receipt of applications, either:

- have a third level qualification in a relevant subject such as cultural studies, arts management, heritage practice or equivalent relevant qualification **and** be able to demonstrate on the application form, by providing personal and specific examples, at least one year's relevant experience in at least two of the following three areas:
or
- be able to demonstrate on the application form, by providing personal and specific examples, at least two years' relevant experience in at least two of the following three areas:
 - a) developing, implementing and evaluating tourism, culture, heritage or community arts strategies and implementation plans;
 - b) developing and managing financial investment support for the tourism and cultural sectors including effective monitoring and evaluation; and, or
 - c) developing and maintaining effective partnerships with a range of key stakeholders in public and private sectors.

Special skills and attributes

Applicants must be able to demonstrate evidence of each of the following skills and attributes which may be tested at interview:

Communication skills: the ability to write a variety of clear analytical reports on complex service issues in an influential, persuasive manner. The ability to prepare and present briefings and presentations to a range of audiences in formal and informal settings.

Partnership working skills: the ability to establish good working relationships with stakeholders, individuals and organisations that can make a contribution to the development of tourism, culture and arts in Belfast.

Analytical and decision making skills: the ability to analyse complex situations and make decisions in a highly effective way and have a full understanding of the issues involved and an empathy with individuals who may be affected.

Performance management skills: the ability to identify performance indicators for areas of responsibility and monitor and evaluate performance against them in order to achieve or exceed agreed targets.

Technical knowledge: knowledge of local and wider cultural issues with recognition of key economic, social and environmental challenges and drivers in the city and identification of both the strategic and operational role for local government in addressing these.

Resource management skills: the ability to effectively manage and monitor any allocated budgets and other project resources and report on variances as required.

Work planning skills: the ability to effectively prioritise plan workload and activities, depending upon demand and available resources and forward plan to ensure deadlines are adhered to and targets met.

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.

Equality of opportunity: a personal commitment to the promotion of equal opportunities and good relations.

Short-listing criterion

In addition to the above qualifications and, or experience, Belfast City Council reserves the right to short-list 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, that they have either a relevant third level qualification, or equivalent relevant qualification and one year's relevant experience **or** two years' relevant experience (as outlined above) in each of the aforementioned three areas.

Belfast City Council

Terms and conditions of employment

Culture Development Officer (PO3) Permanent post

Economic Development Section

Place and Economy 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 is currently one permanent, full time post.

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. **These posts may be either full-time, part-time or job-share on a permanent or temporary basis.**

An existing permanent employee will be offered a temporary post on the basis of undertaking a 'temporary project/cover/review' post with the right to return to his or her substantive post at the conclusion of the 'temporary project/cover/review' post. An existing fixed term contract employee will be offered a temporary post on the basis of a further fixed term contract in a 'temporary project/cover/review' post but with no automatic right to revert back to his or her original fixed term contract post. Fixed term contract employees should give consideration to this prior to applying for or accepting another post on a temporary basis.

Only Belfast City Council employees, who are employees as at the closing date for this post and who continue to be employees throughout the selection process for this post, are eligible to apply. Agency assignees and casual workers, who are not Council employees, are not eligible to apply. Applicants who are no longer current employees as at the short-listing, testing/assessment or interview stage will not be eligible to progress through the process, even if they were an employee at the closing date for receipt of applications. Similarly, if placed on the reserve list, applicants must still be current employees as at the point in time that a vacancy arises. Applicants who are no longer Belfast City Council employees will not be offered any future vacant posts from a reserve list, even if the timing of the reserve list is still valid.

Applicants recommended for appointment must complete all relevant pre-employment checks within 10 working days or consideration will be given to withdrawing the recommendation for appointment and no formal offer of appointment will be made. Upon completion of relevant checks, applicants must formally accept and start employment in the post within a four week period. If offered a permanent post, employees currently undertaking a temporary project/cover/review post will not be permitted to continue working in that temporary post, even if it is of a higher grade. They must take up the permanent post within a strict four week period. This has always been the agreed practice within Belfast City Council and it is of critical importance that it is strictly adhered to especially during this period of significant re-organisation and change when the Council is striving to achieve permanency and stability.

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

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, 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, 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, etc. at the closing date for applications.

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, £35,745 -

£38,890 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 9 Adelaide, 9-21 Adelaide Street, Belfast but will be required to work in and/or visit other locations.

Please note, given the uncertainty of the ongoing situation with Covid 19 (Coronavirus) and the closure of council buildings, you may be asked, in the first instance, to report to a different location, work from home and/or be reassigned or redeployed to another area of work within the council

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) Produce official evidence of their qualifications, as required. Please be advised that applicants must provide evidence to demonstrate that they were in possession of them at the closing date for applications.

Please note, 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.

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.

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).

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

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.

Interview expenses

Reimbursement of interview expenses is not available.

Receipt of applications

Completed applications must be emailed to jobs@belfastcity.gov.uk by 4pm on Thursday, 27 January 2022.

Please note, as part of our COVID HR Service Recovery Plan, we are unable to issue or receive any hard copy application forms, either by post or hand-delivered, at this time.

Please note that it is the candidate's responsibility to ensure that his or her application form is submitted and received in the Human Resources Section via jobs@belfastcity.gov.uk 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.

Short-listing and interview date

It is envisaged that short-listing for this post will take place on **Monday, 31 January 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 on **Wednesday, 9 February 2022** and **will be held via MS Teams**.

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:

Culture Development Officer (PO3)

There is one full-time permanent post

(This permanent post is being internally trawled as a result of the council's ongoing programme of re-organisation and change. Applicants must be current Belfast City Council employees as at Thursday, 27 January 2022 and throughout the selection process to be eligible to apply. Agency assignees and casual workers, who are not council employees, are ineligible to apply.)

Economic Development Section

Place and Economy Department

Name of Applicant:

Address:

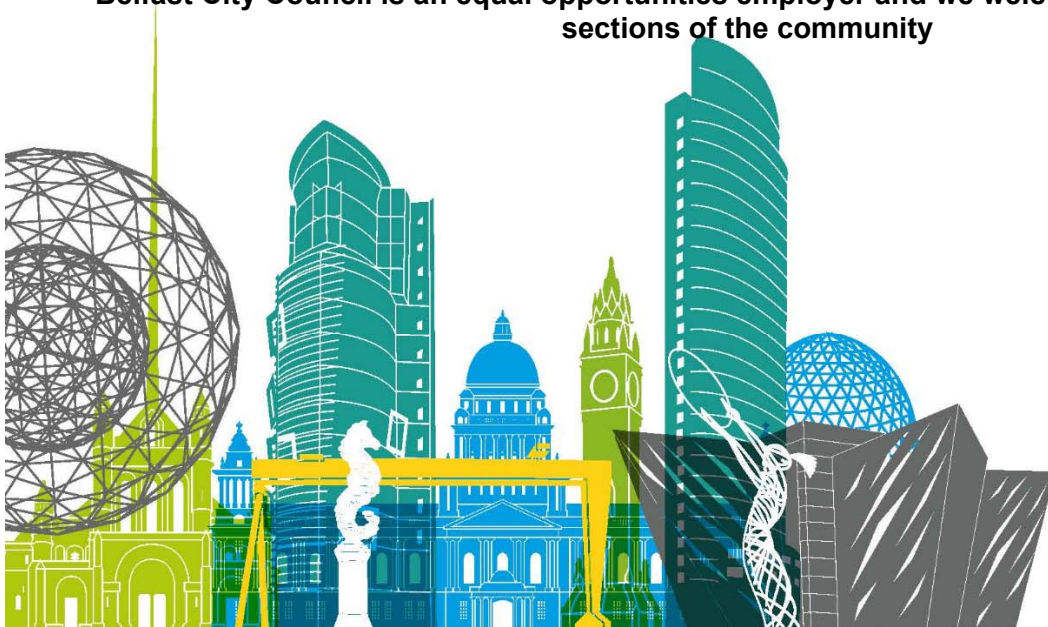
The closing date for applications is **4pm on Thursday, 27 January 2022.**

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, as part of our COVID HR Service Recovery Plan, we are unable to issue or receive any hard copy application forms, either by post or hand-delivered, at this time

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 may be either on a permanent or temporary basis and may be working full-time, part-time or job-share hours.

Please indicate below whether you would be interested in a permanent, or temporary (including fixed term) posts working full-time, part-time or job-share hours by ticking the appropriate boxes.

If you are interested in permanent, temporary, full-time, part-time and, or job share positions please tick (✓) all of the relevant boxes below:

Contract type:

Permanent **Temporary**

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 permanent and temporary vacancies and for full-time, part-time and, or job share hours.

If you apply for all positions, you can accept an offer of temporary employment without giving up your right to be considered for a permanent post. Similarly, 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 are applying for a permanent position only and a temporary position becomes available, we will not offer you this temporary post.

Section 1: Personal details

Are you currently employed by Belfast City Council?

(If you only work within Belfast City Council on a casual basis please mark your answer as No [see below])? Yes No

If yes, please enter your staff number:

Are you a current agency assignee or casual worker with Belfast City Council?

(Please note: agency assignees and casual workers are ineligible for this post.) Yes No

1. Your details

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

(b) Forenames:

(c) Preferred name:

(d) Surname:

2. Contact details

(a) Work telephone number:

(b) Mobile number:

(c) Preferred contact number:

(d) Email address:

(e) Address 1:

(f) Address 2:

(g) Town:

(h) County:

(i) Postcode:

3. Other information

National insurance number:

I certify that the information that I have supplied in this form is correct and I 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:

Section 2: Qualifications and current position held

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 applications, have a third level qualification in a relevant subject such as cultural studies, arts management, heritage practice, or equivalent relevant 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:

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- (c) **Current position held:**

Current Job Title:	Grade:	Date appointed:

Section 3: Experience

5.

You must complete this form in either typescript (Arial font size 11) or legible hand-writing using black ink. You must limit your text in the next section to no more than one A4 page. You must not use continuation sheets. If you submit more than one page, 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 applications, either:

- have a third level qualification in a relevant subject such as cultural studies, arts management, heritage practice, or equivalent relevant qualification **and** be able to demonstrate on the application form, by providing personal and specific examples, at least one year's relevant experience in at least two of the following three areas:
or
- be able to demonstrate on the application form, by providing personal and specific examples, at least two years' relevant experience in at least two of the following three areas:
 - a) developing, implementing and evaluating tourism, culture, heritage or community arts strategies and implementation plans;
 - b) developing and managing financial investment support for the tourism and cultural sectors including effective monitoring and evaluation; and, or
 - c) developing and maintaining effective partnerships with a range of key stakeholders in public and private sectors.

Short-listing criterion

In addition to the above qualifications and, or experience, Belfast City Council reserves the right to short-list 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, that they have either a relevant third level qualification, or equivalent relevant qualification and one year's relevant experience **or** two years' relevant experience (as outlined above) in each of the aforementioned three areas.

In boxes (a), (b) and (c) below, please provide the following detail:

(a) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail the tourism, culture, heritage or community arts strategies and implementation plans that you have developed, implemented and evaluated; what these strategies and implementation plans involved, the steps that you took to develop, implement and evaluate these including your personal role, any tools you used to assist you, the outcomes of these, etc.

(b) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail how you have developed and managed financial investment support for the tourism and cultural sectors, where the financial investment support came from, the value of this; the steps that you took to monitor and evaluate this, etc.

(c) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail how you developed and maintained effective partnerships with a range of key stakeholders in public and private sectors, the range of stakeholders that you worked with, the purpose of these partnerships and how they were effective, etc.

(5a)

Applicants **must** demonstrate here, by providing personal and specific examples, that they have either at least one year's or two years' relevant experience (as outlined in the Employee Specification) of developing, implementing and evaluating tourism, culture, heritage or community arts strategies and implementation plans.

Continuation sheets must not be used

(5b)

Applicants **must** demonstrate here, by providing personal and specific examples, that they have either at least one year's or two years' relevant experience (as outlined in the Employee Specification) of developing and managing financial investment support for the tourism and cultural sectors including effective monitoring and evaluation.

Continuation sheets must not be used

(5c)

Applicants **must** demonstrate here, by providing personal and specific examples, that they have either at least one year's or two years' relevant experience (as outlined in the Employee Specification) of developing and maintaining effective partnerships with a range of key stakeholders in public and private sectors.

Continuation sheets must not be used

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Equal opportunity monitoring form

HR Reference number: 0000001390/

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 specific:

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

Official use only:

Dob

Gender Identity

Status

Ethnic origin

Other, please specify

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

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:

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

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:

Official use only:

Dependants

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:

No religious belief

Not disclosed

Religious belief