

---

# Job description

Date: 1 September 2021

---

**Department:** Place and Economy  
**Post number:** 1989  
**Section:** Culture and Tourism  
**Job title:** **Culture Development Manager**  
**Grade:** **PO9**

---

## Main purpose of job

Reporting to the Senior Manager (Culture and Tourism), the post will be responsible for:

- Delivery of the Cultural Strategy (A City Imaging), in line with the Belfast Agenda and in parity with the Tourism and Events Strategy, developing and sustaining accessible cultural activity across the city and delivering a strategic approach to cultural development.
- Building the cultural capacity of citizens and the cultural sector through skills development, creating opportunities, upskilling and local capacity building in order to establish Belfast as a culturally diverse city with a vibrant cultural and creative sector.
- Developing and driving forward key stakeholder relationships and strategic partnership working with a range of private, statutory, voluntary and community organisations in order to facilitate a collaborative and coordinated approach to culture and arts in the city. Working in collaboration with the Tourism and Events Development Manager and other departmental managers to deliver an integrated approach to culture, arts, tourism and events for the city.
- Ensuring a vision of cultural inclusivity by strengthening cultural networks, supporting cultural participation and through effective engagement, programming, participation and volunteering opportunities, enabling cultural activity to be accessible to all.

---

## Summary of responsibilities and personal duties

1. Lead, manage and coordinate the development and delivery of the key culture, arts and heritage projects, programmes of work and activities in order to deliver the Cultural Strategy in line with the Belfast Agenda and other relevant strategies.
2. Promote and support the diversity of cultural expression in the city through the delivery of capacity building and sector development programmes and ensure that cultural venues and activities offer opportunities for diverse encounters.
3. In liaison with the Tourism and Events Development Manager, establish Belfast as a cultural and tourist destination through the development of cultural tourism products supported by robust market and consumer testing and research.
4. Build and maintain collaborative working relationships with relevant cultural partners and stakeholders, including the identification of new partnership opportunities, in order to enhance the city's cultural reputation and impact and deliver priority objectives, outcomes and outputs.
5. Lead on the development and delivery of investment programmes to support the implementation of the Cultural Strategy to include multi-annual funding of the sector.
6. Work closely with the Tourism and Events Development Manager, ensuring that funding of the cultural sector, including festivals, aligns to a Belfast portfolio of events.
7. Establish a project management and delivery approach by developing project plans and applying appropriate project principles to deliver on key priorities and objectives. Monitor, evaluate and report on progress against project milestones, timelines and evaluation criteria. Identify project risks and/or issues and develop mitigating actions.
8. Work in collaboration with the Tourism and Events Development Manager and other managers across council departments to identify all possible funding opportunities for Belfast City Council cultural activities and oversee the preparation of funding bids to the appropriate bodies, ensuring appropriate governance arrangements are in place for the receipt of funding due and the subsequent payment of funding to eligible organisations where appropriate.
9. Develop, implement and evaluate relevant cultural policy and strategy and provide responses to policy and consultation documents to ensure Belfast City Council has a key role in shaping and influencing the future direction of culture and arts in the city.
10. Ensure that effective contract management principles are established to successfully manage all contracts required for the delivery of the Culture and Arts programme, in line with agreed outcomes and ensure appropriate financial and project management by the delivery agents.
11. Work closely with the council's Marketing and Communications team and the Tourism and Events Development Manager to develop a dynamic communications approach in order to promote the cultural impact of the city and encourage cultural participation.
12. Represent the council on relevant matters on professional and business associations and community organisations, including participation on a range of advisory bodies and boards.

- 
13. Keep under review new developments and maintain awareness of issues pertaining to and impacting on the culture and arts sector and ensure dissemination of key information across the council and to relevant stakeholders, making recommendations where relevant.
  14. Lead, manage and motivate the culture team and implement individual performance management and staff development for officers within the team.
  15. Responsible for the preparation, management and monitoring of allocated budgets in line with council policies and procedures.
  16. Represent the relevant senior manager as and when required.
  17. Participate as directed in the council's selection and interview procedures.
  18. Effectively manage all assigned human and financial resources in accordance with relevant council policies, priorities and ambitions.
  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.
  21. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the city council.
  22. Undertake such other relevant duties as may from time to time be required and in accordance with the responsibilities of the post.

**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 s/he 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: 1 September 2021

---

**Department:** Place and Economy  
**Post number:** 1989  
**Section:** Culture and Tourism  
**Job title:** **Culture Development Manager**  
**Grade:** **PO9**

---

## Essential criteria

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

## Qualifications

Applicants **must**, as at the closing date for receipt of applications, have a third level qualification in a relevant discipline such as cultural studies, arts management, heritage practice or equivalent qualification.

## Experience

Applicants **must**, as at the closing date for receipt of applications, be able to demonstrate, by providing personal and specific examples on their application form, at least two years' relevant experience in each of the following areas:

- a) developing, implementing and reviewing cultural development projects and strategies in partnership with a range of stakeholders;
- b) managing and monitoring significant<sup>1</sup> budgets while ensuring high standards of financial administration and probity; and
- c) managing and motivating staff, i.e. direct reports, in accordance with the principles of personal development planning and individual performance management.

## Special skills and attributes

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

**Strategic skills:** the ability to look ahead, assess options and advise others to make plans based on the best options and to work closely with others to secure wider objectives.

---

<sup>1</sup> A 'significant' budget will be defined as a budget exceeding £350,000.

---

**Technical knowledge:** an awareness of local culture, arts and heritage issues with the ability to recognise key economic, social and environmental challenges and drivers in the city and identification of the role for local government in addressing these.

**Communication and influencing skills:** the ability to communicate effectively and persuasively at all levels in both public and private sectors, including the ability to write clear analytical reports and make convincing presentations.

**Analysis and decision-making skills:** the ability to analyse and interpret complex issues and exercise critical judgement in arriving at practical solutions.

**Project management skills:** the ability to initiate, develop, manage and monitor complex projects and to oversee effective delivery by third party organisations.

**Partnership working skills:** the ability to establish good working relationships and work in partnership with a wide range of stakeholders across different sectors to develop and deliver a shared agenda.

**Team leadership skills:** the ability to lead a team and work with others both within and beyond traditional organisational boundaries and contribute effectively to meeting team objectives.

**Performance management skills:** the ability to establish and maintain a performance management culture and utilise objectives, targets, performance measures, benchmarking and the interpretation of best practice to ensure effective delivery of the economic development programme.

**Resource management skills:** the ability to deliver results through the effective development, deployment and management of human and financial resources.

**Political sensitivity skills:** an awareness of the need to enhance and protect the image of the council and profile of the council.

### **Shortlisting criteria**

In addition to the above qualifications and experience, Belfast City Council reserves the right to short-list, only those applicants who, as at the closing date for receipt of applications:

- in the first instance, can demonstrate, by providing personal and specific examples on the application form, at least three years' relevant experience in the areas detailed above; and
- in the second instance, have an additional higher level qualification, for example a postgraduate diploma or masters qualification in a relevant subject such as cultural studies, arts management, heritage practice or equivalent qualification.

## **Belfast City Council**

### **Terms and conditions of employment**

#### **Culture Development Manager (PO9) Permanent Post**

#### **Culture and Tourism 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](mailto: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.

**If you are currently placed on furlough, you will be required to return from furlough to commence in this post.**

**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. 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 permanent, temporary or fixed-term basis.**

If applicable, 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](mailto: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, he or she will be required to produce official original proof of any qualifications, etc. he or she relied upon to support their application. Please also be advised that an applicant must provide evidence to demonstrate that he or she was 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 PO9, SCP 48 to 51, £51,958 - £55,204 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 the person appointed 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 his or her qualifications 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.

**If the person appointed acquires a conviction throughout the course of his/her employment with Belfast City Council, he/she must bring this to the attention of his/her 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.

### **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 she/he 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. He or she 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](http://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:

<b>Continuous service</b>	<b>Period of notice</b>
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.

### **Interview expenses**

Reimbursement of interview expenses is not available.

### **Receipt of applications**

Completed applications must be received by email to [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) by **4pm on Thursday 30 September 2021**.

**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](mailto: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 **5 October 2021**. 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 pre-interview exercise and interviews will be held on **11 October 2021** 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 Manager (PO9)

One permanent, full time 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, 30 September 2021 and throughout the selection process to be eligible to apply. Agency assignees and casual workers, who are not council employees, are ineligible to apply.)

Culture and Tourism Section

Place and Economy Department

Name of Applicant:

Address:

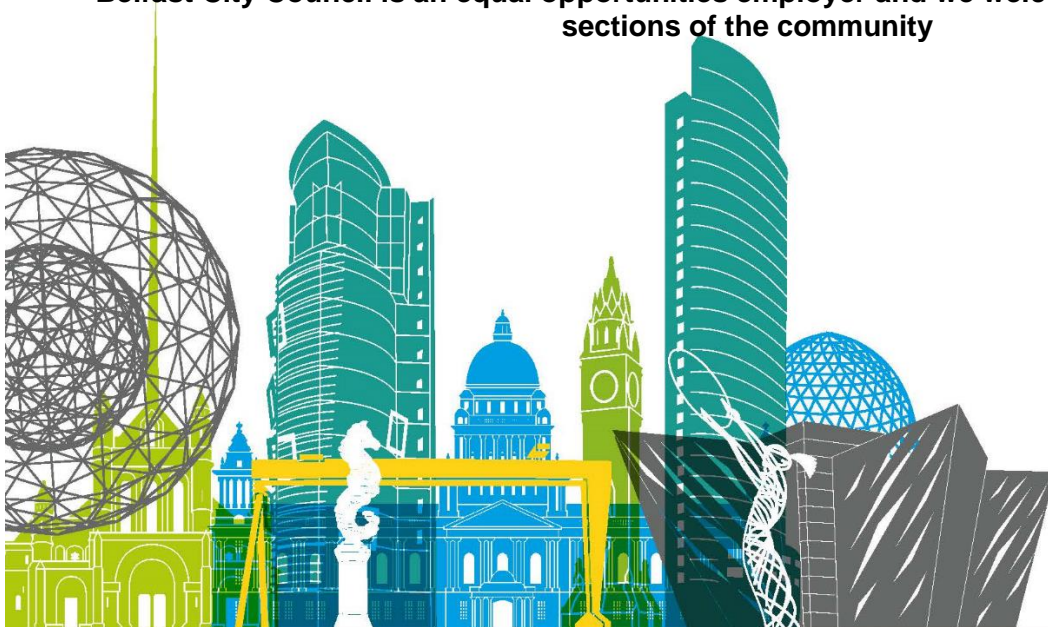
The closing date for applications is **4pm on Thursday, 30 September 2021**.

Completed application forms should be emailed to [jobs@belfastcity.gov.uk](mailto: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?

Yes  No

**(Please note: agency assignees and casual workers are ineligible for this post.)**

**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.

**Applicants must, as at the closing date for receipt of application forms, have a third level qualification in a relevant discipline such as cultural studies, arts management, heritage practice or equivalent qualification.**

**Please note, Belfast City Council reserves the right to short-list, in the second instance, only those applicants who as at the closing date for receipt of applications, have an additional higher level qualification, for example a postgraduate diploma or masters qualification in a relevant subject such as cultural studies, arts management, heritage practice or equivalent qualification.**

**Please detail your relevant qualifications 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:

--

- (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, be able to demonstrate, by providing personal and specific examples on their application form, at least two years' relevant experience in each of the following areas:

- a) developing, implementing and reviewing cultural development projects and strategies in partnership with a range of stakeholders;
- b) managing and monitoring significant<sup>1</sup> budgets while ensuring high standards of financial administration and probity; and
- c) managing and motivating staff, i.e. direct reports, in accordance with the principles of personal development planning and individual performance management.

#### **Shortlisting criteria**

In addition to the above, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of application forms, in the first instance, can demonstrate on the application form, by providing personal and specific examples, at least three years' relevant experience in areas a) to c).

#### **In boxes (a) to (c), 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 range of cultural development projects and strategies you have developed and implemented including the steps you took to do this, how you reviewed these projects and strategies to ensure they were effective, the range of stakeholders you have worked in partnership with in relation to these projects and strategies; any difficulties you faced and how you dealt with them; any outcomes, 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 the budgets you have managed and monitored; the size of these budgets, how you ensured high standards of financial administration and probity; the steps you have taken, 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 managed and motivated staff for whom you have been directly responsible; how you managed staff in accordance with the principles of personal development and individual performance management; any staff difficulties you encountered and how you overcame them, etc.

---

<sup>1</sup> A 'significant' budget will be defined as a budget exceeding £350,000.

**a)** Applicants **must** demonstrate here, by providing personal and specific examples, that they have at least two years' relevant experience of developing, implementing and reviewing cultural development projects and strategies in partnership with a range of stakeholders.  
**(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the first instance, can demonstrate at least three years' relevant experience in this area)**

Continuation sheets must not be used



**b)** Applicants **must** demonstrate here, by providing personal and specific examples, that they have at least two years' relevant experience of managing and monitoring significant budgets while ensuring high standards of financial administration and probity.  
**(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the first instance, can demonstrate at least three years' relevant experience in this area)**

Continuation sheets must not be used

**c)** Applicants **must** demonstrate here, by providing personal and specific examples, that they have at least two years' relevant experience of managing and motivating staff, i.e. direct reports, in accordance with the principles of personal development planning and individual performance management.  
**(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the first instance, can demonstrate at least three years' relevant experience in this area)**

Continuation sheets must not be used

**Equal opportunity monitoring form**

HR Reference number: 0000001196 /

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