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# Job description

**Date:** 12 December 2023

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**Department:** City and Neighbourhood Services

**Post number:** 2217 was 1929

**Section:** City Services – Bereavement Services

**Job title:** **Cemeteries and Crematorium Manager**

**Grade:** Grade 8

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## Main purpose of job

Responsible to the Bereavement Services Manager for the effective and efficient management and development of the crematorium, amenities and associated grounds in accordance with the codes of practice, current statutory legislation and Belfast City Council's policies and procedures.

Manage the facilities in the context of council policies and initiatives and in accordance with the principles of performance management and ensuring an effective 'customer' focused approach.

Responsible to the Bereavement Services Manager for the provision of a burial and cremation service, which offers a first line response to a wide variety of individuals who need to be treated in a sensitive and compassionate manner.

Responsible for making recommendations for service improvements, to the Bereavement Services Manager and making 'on the spot' decisions with regard to work schedules and priorities in order to deliver a quality service.

Responsible for developing and maintaining high standards of service delivery, including, franchises, through the motivation and management of staff in an efficient and effective manner.

Assist in the development and management of a genealogy information service for the crematorium and cemeteries under the control of the section which will support local, historical and tourist interests in the service.

Establish and maintain effective liaison arrangements effectively with Trade Union Officials, council departments, public and private sector organisations to ensure effective industrial relations and joint working practices are maintained at all times.

Responsible for the effective supervision, development and motivation of staff.

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## Summary of responsibilities and personal duties

1. Responsible for the day-to-day operational management of all activities within the crematorium and cemeteries, including the management and development of the associated staff and services to ensure that all relevant council and statutory policies and procedures are maintained.
2. Ensure that all staff at the crematorium and cemeteries work within the established principles and guidelines for burial and cremation and ensure operational compliance with all legal protocol and approved standards of operations, for example, ICCM, COTS and CTTS and other adopted guidelines.
3. Responsible for the development and implementation of standard operating procedures for work within the crematorium and cemeteries ensuring compliance and adherence with any statutory regulations.
4. Responsible for the receiving and overseeing of funeral services at the crematorium and cemeteries, liaising with service users, that is, funeral directors and officials, clergy, lay speakers, the bereaved, community representatives, Registrars for Births, Marriages and Deaths, medical referees, Doctors and Coroners.
5. Assist the Bereavement Service Manager in developing and preparing inclusive business and management plans for the facilities under the control of post holder, in-line with the relevant departmental and corporate plans including the development of programmes and procedures to achieve quality awards for example, APSE, ICCM, FBCA and other relevant industry standards.
6. Ensure the operation of the crematorium is carried out in accordance with the provisions of the Code of Cremation Practice, The Pollution Prevention and Control (Industrial Emissions) Regulations (Northern Ireland) 2013, Guidance notes and Amendments, the Cremation Acts and Regulations, as well as any other appropriate legislation in the future.
7. Ensure that the requirements of the Pollution Prevention and Control Regulations are met through effective liaison with the relevant statutory authorities for the Crematorium and cemeteries.
8. Manage the day-to-day operations at the crematorium and cemeteries to ensure continual maintenance and development of the grounds to the highest standard.
9. Manage all budgets financial issues relating to the services at the Crematorium and cemeteries, including the ordering and requisitioning of goods and services as required.
10. Ensure that all mandatory health and safety policies, COSHH, manual handling, risk assessment and accident reporting procedures are implemented and adhered to at the crematorium and cemeteries, liaising with the Health and Safety Officer and other key council personnel as necessary.
11. Provide employee support and development, team briefings, performance reviews and identify and address any training needs as they become apparent for the staff at the crematorium and cemeteries.
12. Ensure the Senior Crematorium Technicians and Crematorium Technicians are trained in the operation of equipment and procedures and to assist in ensuring all staff avail of

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mandatory training in the first year. To assist the Bereavement Services Manager in the production and implement all relevant training programmes.

13. Responsible for managing memorial safety operations, ensuring that memorial inspections and temporary make safe repairs are conducted, that monuments and headstones maintained to the current relevant legal requirement and for communicating with families that are responsible for repairs.
14. Responsible for assisting the Bereavement Services Manager in the management of the heritage and genealogical tourism across all council cemeteries.
15. Manage the systems and working environment of the office facilities and any web casting and music provision service on site, ensuring a professional and competent service is maintained to service users.
16. Responsible for the development, implementation and management of all current and future memorialization schemes at the Crematorium and cemeteries, for example, Book of Remembrance, memorial trees, columbarium, memorial seats and garden of remembrance.
17. Responsible for receiving, recording and dealing with complaints at the appropriate level before passing them onto the Bereavement Services Manager for further investigation.
18. Assist the Bereavement Services Manager with the preparation of project and specifications, schedules and quotations, tenders and other documents to support various projects and ensure that financial targets are met, and the council's standing orders are maintained.
19. Build and maintain effective relationships with the local communities and key stakeholders to ensure operational changes are communicated, to receive feedback on their needs and to make operational changes/improvements to assist in the delivery of a quality service.
20. Responsible for the identification and promotion of business and income streams opportunities and investigating sources of funding for site improvement works for facilities and sites under control of the postholder.
21. Liaise with Property Maintenance staff and external contractors as required to report defects and breakdowns and ensure the maintenance and repair of the building and equipment.
22. Collate information regarding breakdowns in machinery and vehicles and process through the council's established procedures.
23. Establish and maintain effective liaison arrangements with Trade Unions, council departments and public and private sector organisations to ensure effective joint working.
24. Supervise tenants of both properties and land rental, assist in the planning and development of potential land and properties for new cemeteries, manage lands prior to development.
25. Assist in the monitoring of emerging issues and approaches and advise on the implementation of these to the city council and all other clients.

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26. Organise and manage events and tours within cemeteries and Crematorium making sure operational requirements are carried out efficiently and effectively in accordance with health and safety requirements and risk assessments, as appropriate.
  27. Assist the Bereavement Services Manager with business continuity and pandemic and excessive death planning processes for the crematorium and cemeteries.
  28. Deputise for the Bereavement Services Manager.
  29. Provide advice to users and potential users of the Crematorium and cemeteries with regard to the 'Charter for the Bereaved' and in line with the Bereavement Services plan.
  30. Ensure all Crematorium and cemetery staff comply fully with the rules and regulations of Belfast City Council and to initiate timely and effective disciplinary action where appropriate. The timely and effective handling of all employee grievances.
  31. Responsible for the collation, development and maintenance of appropriate records to meet statutory requirements, process all burial and cremation reports and reply to all FOIs and Data Subject Access requests in a timely and effective manner to meet the regulations and the demands on the service for information and statistical data.
  32. Liaise with structural consultants, contractors, technical personnel, suppliers, monumental masons and other officers on matters relating to building and development works, cremators and ancillary equipment, memorial works, grounds maintenance machinery and other works of service at the Crematorium and cemeteries.
  33. Ensure accurate and timely production of all information required for council and assist the Bereavement Services Manager in the production of Committee reports on matters relating to the Crematorium and cemeteries; liaise with committee members and attend committee and other relevant meetings as required.
  34. Provide a consultancy/expert witness service delivering where possible all the necessary evidence for the council and external agencies in public liability cases and other legal cases with regard to any such occurrences at the Crematorium and cemeteries.
  35. Respond to and in line with personal safety issues, to any alarm or emergency calls as a named person at the Crematorium, in accordance with the list of priority to call.
  36. Motivate and manage all staff 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.
  37. 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.
  38. Participate as directed in the council's selection interview programme.
  39. Act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
  40. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.

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41. 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.***

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# Employee specification

**Date:** 19 September 2024

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**Department:** City and Neighbourhood Services

**Post number:** 2217 was 1929

**Section:** City Services

**Job title:** **Cemeteries and Crematorium Manager**

**Grade:** Grade 8

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## Essential criteria

### Qualifications and experience

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

- have a third level qualification in a relevant subject such as Business Studies, Parks Management, Cemetery or Crematorium Management or an equivalent qualification; **and** be able to demonstrate on the application form, by providing personal and specific examples, at least one year's relevant experience in each 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 each of the following three areas:
  - a) managing and developing a large working cemetery or crematorium including the management of any associated grounds and amenities;
  - b) direct management and motivation of an operational workforce service including programming workloads and priorities; and
  - c) providing high levels of customer care within a sensitive environment.

### Special skills and attributes

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

**Technical knowledge:** Sound practical knowledge and understanding of the provision and operation of a burial and cremation service including crematorium and cemetery legislation.

**Communication skills:** Excellent written presentation and communication skills with the ability to produce evidence-based reports and persuade and influence people. The ability to display effective and highly developed oral communication skills in both formal and informal settings with the ability to influence and persuade others on complex issues.

**Team working and leadership skills:** The ability to work constructively within a team and to encourage high levels of cooperation between team members offering leadership to

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motivate others and the ability to delegate effectively and encourage teamwork to deliver successful results, building rapport with others, listening and learning as well as offering help and support.

**Work planning skills:** The ability to forward plan and to effectively prioritise the work of a team taking into account short- and medium-term goals, service demands and the availability of resources.

**Partnership working skills:** The ability to form, maintain and enhance a wide range of internal and external partnerships working for the benefit of the council.

**Customer care skills:** A sound knowledge of customer care principles and practice with the ability to deal sensitively, compassionately and tactfully with members of the public and others in times of personal stress and grief.

**Performance management skills:** The ability to establish and maintain a performance-oriented culture to ensure the delivery, monitoring and review of strategies and business plans by setting individual and team targets and monitoring performance against them.

**Financial and resource management skills:** Understanding of budgets and control of resources including the ability to determine and plan resources required to meet specific objectives.

**Information technology skills:** The ability to operate specialist software packages and understand how computer programmes and new technology generally can increase business efficiency.

### **Shortlisting 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, hold a current Institute of Cemetery and Cremation Management (ICCM) qualification or an equivalent qualification.

## **Belfast City Council**

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

#### **Cemeteries and Crematorium Manager (Grade 8) Permanent post**

#### **City Services Section**

#### **City and Neighbourhood Services Department**

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#### **Job applicant privacy notice**

Belfast City Council is the Data Controller under the UK General Data Protection Regulation (UK 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 consensually 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.

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 or eligibility to work in the UK.

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 may also be shared with external consultants appointed by the Council for the purposes of candidate attraction and selection, or for the purpose of language interpretation 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.

The Council is also required to collect more sensitive personal data (known as special category personal data) in order to monitor applications for equal opportunities purposes. The equality monitoring information is removed from your application pack before your job application is considered, and is retained in compliance with the council's Records Retention and Disposal Schedule. Your sensitive personal data will not be shared without your consent unless the law permits or places an obligation on the Council to do so.



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 email [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) 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 [dataprotection@belfastcity.gov.uk](mailto:dataprotection@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. For generic-type posts, this may include posts in another department. **These posts may be either full-time or part-time on a permanent, temporary or fixed-term 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 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, 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 Grade 8, SCP 34 to 37, £42,403 - £45,441 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 Roselawn Cemetery, 129-131 Ballygowan Road, 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 either:
  - a digital identity check via the council's Identity Service Provider (IDSP). To use this method, you will need to hold a current UK or Irish biometric passport or passport card.
  - or
  - 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 are unable to provide evidence of their right to work and reside in the UK via either of the methods above, must inform the council and a list of any official alternative documentation will be made available to them.
- (c) If applicable, produce official evidence of their 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.
- (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 a disclosure of family relationships form.
- (h) 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.**

### **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 177.6 hours (24 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 enroll the person appointed at certain times. Appointees (including for casual posts), who do not meet the criteria for immediate automatic enrolment, can opt to join the scheme by contacting Payroll in writing (email [payroll@belfastcity.gov.uk](mailto:payroll@belfastcity.gov.uk)). 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

### **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 [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) by 4pm on **Monday, 14 October 2024**.

Please note that it is the candidate's responsibility to ensure that their 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 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 **Thursday, 17 October 2024**.

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 **Friday, 25 and or Monday, 28 October 2024**.

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:

### Cemeteries and Crematorium Manager (Grade 8)

(There is currently one permanent full-time post. Other full-time, part-time, job share, fixed term, temporary and permanent posts may be filled from a reserve list.)

City Services Section

City and Neighbourhood Services Department

Name of Applicant:

Address:

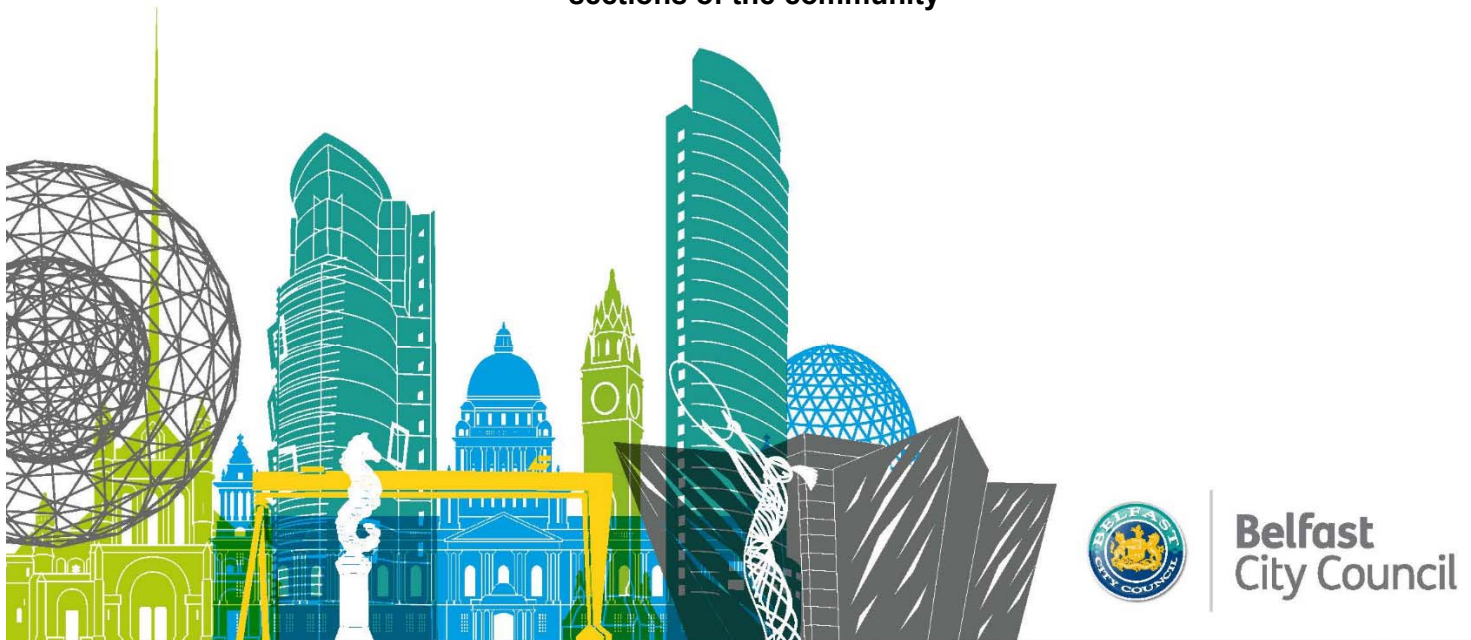
The closing date for applications is **4pm on Monday 14 October 2024**.

Completed application forms should be emailed to [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) and you will receive an automatic acknowledgement reply when your application has been received. If you don't receive an automatic acknowledgement reply within 30 minutes, please email [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) again to query this and, or confirm receipt of your application form (office hours are normally Mon-Thurs 8.30am-5pm, Fri 8.30am-4.30pm). You must receive an automatic acknowledgement reply **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](mailto: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 vacancies 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 (including fixed term) 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) post working full-time, part-time or job share hours by ticking the appropriate box.

**If you are interested in both permanent and temporary positions, please tick (✓) both boxes.**

**Contract type:**

**Permanent**  **Temporary (including fixed term)**

**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 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. Similarly, 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 in a relevant subject such as Business Studies, Parks Management, Cemetery or Crematorium Management or an equivalent qualification.**

**Please note, Belfast City Council reserves the right to short-list only those applicants who, as at the closing date for receipt of applications, hold a current Institute of Cemetery and Cremation Management (ICCM) qualification or equivalent.**

**Please detail your relevant qualification(s) 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: Experience

5.

**You must complete the application form in either typescript (Arial font size 11) or legible handwriting using black ink. You must limit your text in this section, i.e. (a) to (c), 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:

- have a third level qualification in a relevant subject such as Business Studies, Parks Management, Cemetery or Crematorium Management or an equivalent qualification; **and** be able to demonstrate on the application form, by providing personal and specific examples, at least one year's relevant experience in each 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 each of the following three areas:
  - a) managing and developing a large working cemetery or crematorium including the management of any associated grounds and amenities;
  - b) direct management and motivation of an operational workforce service including programming workloads and priorities; and
  - c) providing high levels of customer care within a sensitive environment.

In boxes (a), (b) and (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 your experience of managing and developing a large working cemetery or crematorium, the steps that you took to manage and develop the cemetery or crematorium; the grounds and amenities that you were responsible for and the steps that you took to manage 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 the operational workforce service that you managed including the number and type of staff, the service that these operational staff provided and how you directly managed them; any techniques that you used to motivate these staff; how you programmed workloads and priorities; the steps that you took to allocate and prioritise work, 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 the sensitive environment in which you have worked; the steps that you took to provide high levels of customer care within this environment, etc.

**(a) Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's or two years' relevant experience (as outlined in the Employee specification) of managing and developing a large working cemetery or crematorium including the management of any associated grounds and amenities.**

Continuation sheets must not be used

**(b) Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's or two years' relevant experience (as outlined in the Employee specification) of the direct management and motivation of an operational workforce service including programming workloads and priorities.**

Continuation sheets must not be used

**(c) Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's or two years' relevant experience (as outlined in the Employee specification) of providing high levels of customer care within a sensitive environment.**

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: 0000002813/

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:

What best describes your gender?

Man  Woman  Non-binary  Prefer not to say

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

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

Yes  No  Unsure  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   
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 say

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  Irish News  Newsletter

Sunday Life  Specialist journal  LinkedIn

Council trawl  Council website  Nijobfinder.co.uk

Facebook  Twitter  Word of mouth

Department of Learning, Jobs and Benefits  Executive search  Localgovernmentjobsni.gov.uk

Other, please state where: