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# Job description

**Date:** 1 May 2024

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**Department:** City and Neighbourhood Services

**Post Number:** WCASPO004

**Section:** City Services – Resources and Fleet

**Job Title:** **Sustainable Resources Manager (Contracts and Operations)**

**Grade:** Grade 10

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## Main purpose of job

Responsible to the Waste Manager (Service Planning and Delivery) for the efficient operation, management and control of recycling and civic amenity sites, Bring Centres, public conveniences, the Waste Transfer Station and other appropriate buildings within Belfast City Council.

Responsible to the Waste Manager (Service Planning and Delivery) for monitoring the delivery of Waste Management contracts in accordance with council policies and legislative requirements.

Responsible for provision of an efficient and effective support service to ensure required standards of service are achieved and maintained through the development and management of required systems and processes, as well as responsibility for the provision of key service, legislative and performance information.

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## Summary of responsibilities and personal duties

### Operations

1. Responsible to the Waste Manager (Service Planning and Delivery) for the management of and development, implementation and review of systems and procedures within the allocated physical sites to ensure effective and efficient service provision.
2. Assist in the development of new areas of work such as the development of Bring Sites, Household Hazardous Waste and other relevant areas, to meet the requirements of the council or Arc 21 Waste Plan and ensure that all activities are compliant with current legislation and up to date with current technologies.
3. Prepare and implement operational procedures and guidelines at all recycling or civic amenity sites, Bring Centres and public conveniences and to ensure that they are up-to-date and comply with current legislation.
4. Responsible for the oversight of the implementation of the council's waste management policies and strategies as it relates to the acceptance, storage, transfer and disposal of waste.
5. Responsible for the council meeting its statutory duties in relation to the handling and disposal of wastes at the Waste Transfer Station (WTS) and ensure compliance with legislation at this facility.
6. Ensure the delivery of customer focussed services and to identify opportunities to increase recovery and recycling rates through the implementation of appropriate management systems and staff development programmes.
7. Assist with the implementation of the capital programme and ensure that all service properties are managed and maintained to a high standard.
8. Participate in carrying out value for money reviews within the waste management service and to assist in the collection of management information and the delivery of the Service Performance Improvement Plan.
9. Report to the Waste Manager (Service Planning and Delivery) on compliance with budgets and financial targets.
10. Assess and undertake special projects or trials regarding waste management activities.
11. Organise the management and delivery of staff recruitment programmes, including selection interviewing, to ensure that optimum staffing levels are maintained at all sites at all times.
12. Assess and respond to reports of abandoned vehicles and resolve accordingly, completing DLVA audits via the relevant system.

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## **Contract Delivery**

13. Manage and monitor the day-to-day delivery of all Waste Management contracts, ensuring that contractors adhere to the council's contract management processes and procedures.
14. Liaise with contractors, operational staff and agencies and to carry out inspections and site visits as required ensuring the effective delivery of contracts and services.
15. Ensure that contractors and contracts comply with relevant legislation for the recycling, collection, treatment, recovery, and transfer of waste for which Belfast City Council has a responsibility.
16. Establish and implement programmes for monitoring the delivery of waste management contracts so as to maintain high quality, customer focused services in accordance with council policies and financial procedures.
17. Report to the Waste Manager (Service Planning and Delivery) on the performance of appointed contractors and their compliance with agreed contract requirements such as financial constraints and service standards.
18. Ensure that the Duty of Care legislation in relation to Waste Management is satisfactorily discharged by the council's contractors.

## **General**

19. Assist the relevant managers in the specification, design, implementation, testing and review of appropriate systems.
20. Responsible for complete and efficient provision of key management, Corporate, legislative and performance information including the management and design of relevant systems and processes to achieve this.
21. Ensure the full range of administrative functions within the Service are completed in an efficient and effective manner whilst taking into consideration customer, legislative and council requirements and deadlines.
22. Supervise direct line reporting staff and allocate their workloads, and to manage and motivate them to achieve council objectives utilising human resource management policies and procedures, as appropriate, including, absence management, disciplinary and grievance procedure.
23. Ensure staff under their control fully comply with policies, legislation and regulations of Belfast City Council.
24. Develop and maintain effective working relationships with internal and external customers or partners in relation to all relevant aspects of waste management services.

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25. Participate in effective communication with stakeholders regarding waste management services.
  26. Prepare and present reports for the Waste Manager (Service Planning and Delivery) and assist in the preparation of committee reports as and when required.
  27. Prepare, organise and present training courses to individuals or groups and to provide mentoring to develop skills in other staff as required.
  28. Provide cover when requested for the Waste Transfer Station.
  29. Represent the service as appropriate on internal and external working groups, meetings and in any other forum.
  30. Motivate and manage any 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.
  31. Participate in all induction and in-service training provided by Belfast City Council and in the induction and support of all newly appointed staff and other human resource management policies and procedures, as appropriate, including, absence management, disciplinary and grievance procedure.
  32. Participate as directed in the council's recruitment and selection procedures.
  33. Act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
  34. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.
  35. 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:** 11 December 2024

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**Department:** City and Neighbourhood Services

**Post Number:** WCASPO004

**Section:** City Services – Resources and Fleet

**Job Title:** **Sustainable Resources Manager (Contracts and Operations)**

**Grade:** Grade 10

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## Essential criteria

### Qualifications and licences

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

- have a third level qualification in a relevant subject such as waste management, environmental management, procurement, project management, engineering or equivalent qualification; and
- have a full current driving licence which enables them to drive in Northern Ireland **or** have access to a form of transport which enables them to meet the requirements of the post in full. It is desirable that a vehicle is available for official business.

### Experience

Applicants **must**, be able to demonstrate, by providing personal and specific examples on the application form, two years' relevant experience in each of the following areas:

- (a) managing activities associated with waste collection, treatment, recovery and disposal;
- (b) developing and implementing modern processes, procedures and working practices to deliver key tasks, including managing and monitoring significant<sup>[1]</sup> contracts; 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 evidence of the following skills and attributes which may be tested at interview:

**Communication skills:** the ability to write reports for senior managers, effective letters to internal and external recipients at all levels and deliver highly effective presentations to inform and convince a range of internal and external audiences.

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<sup>[1]</sup> **Significant** contracts are defined as those contracts valued above contracts valued above £171,923.

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**Staff leadership and team working skills:** the ability to lead a team and work proactively to build and develop high levels of communication and cooperation between team members to achieve objectives; and the ability to work unsupervised to strict deadlines.

**Finance and resource management skills:** the ability to prepare, manage and monitor budgets and expenditure plans, to identify and explain variances within approved parameters, with an awareness of financial administration and probity requirements.

**Work planning skills:** the ability to prioritise work programmes to ensure work is completed satisfactorily and the ability to set targets or goals for a section or work area and has been involved in the management of implementing Service Performance Improvement Plans.

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

**Technical knowledge:** a working knowledge of the appropriate contract documentation and the management and procurement of consultants and contractors in full compliance with applicable statutory obligations and requirements.

**Partnership working skills:** the ability to form, maintain and enhance partnership working with external partners and stakeholders to build consensus around key issues and the ability to respond appropriately to the needs of both internal and external customers and partners.

**Performance management:** the ability to performance-manage projects, including the setting of objectives and targets, monitoring criteria, and evaluation performance measures.

### **Short-listing criterion**

In addition to the above qualifications and experience, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of applications, possess full, current membership of a relevant professional body such as Chartered Institution of Water and Environmental Management, Chartered Institution of Waste Management, Institute of Purchasing and Supply, Institute of Civil Engineering or equivalent membership.

## **Belfast City Council**

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

#### **Sustainable Resources Manager (Contracts and Operations) (Grade 10) Permanent post**

#### **City Services (Resources and Fleet) 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, part-time or job-share 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, licences, memberships of professional bodies, experience, etc. which are required for the post. Should an applicant be recommended for appointment to this post, they will be required to produce official original proof of any qualifications, licences, memberships, etc. they relied upon to support their application. Please also be advised that an applicant must provide evidence to demonstrate that they were in possession of such qualifications, licences, memberships, 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 10, SCP 42 to 45, £51,802 - £54,971 per annum (in normal circumstances, the starting salary is the minimum point), paid monthly by direct payment by the Bankers Automated Clearing System (BACS) to a bank or building society account of your choice.

### **Location**

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

### **Pre-employment checks**

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

- (a) Enter into an agreement which sets out the main terms and conditions of employment.
- (b) Provide evidence of the right to work and reside in the UK via 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) Produce official evidence of their qualifications, driving licence (both parts), membership of a professional body, 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.**

Please note that if an applicant is recommended for appointment, they must complete the pre-employment checks, outlined above, within 10 working days or consideration will be given to

withdrawing the recommendation for appointment and no formal offer of appointment will be made. An employee currently undertaking a temporary project/cover/review post will not be able to continue working for the remaining duration of this temporary post prior to taking up a permanent post, even if this temporary post is of a higher grade.

### **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)).

### **Car user**

This job **may** require the postholder to visit and carry out council duties in areas and locations across the city and it is therefore desirable that a car should be available when required. If required to travel for official council business, the postholder will be reimbursed at the appropriate mileage rate in accordance with the council's Car User Policy if they use their own car.

### **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, 6 January 2025**.

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 **Wednesday, 8 January 2025**.

Whilst no specific testing or assessment arrangements are anticipated for this post, depending on the volume of applicants, the council reserves the right to include these mechanisms as part of the selection process. It is also envisaged that interviews will be held via MS Teams on **Wednesday, 22 January 2025**.

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:

**Sustainable Resources Manager (Contracts and Operations) (Grade 10)**  
(There is currently one permanent full-time post. Other full-time, part-time, temporary and permanent posts may be filled from a reserve list.)

**City Services (Resources and Fleet) Section**

**City and Neighbourhood Services Department**

Name of Applicant:

Address:

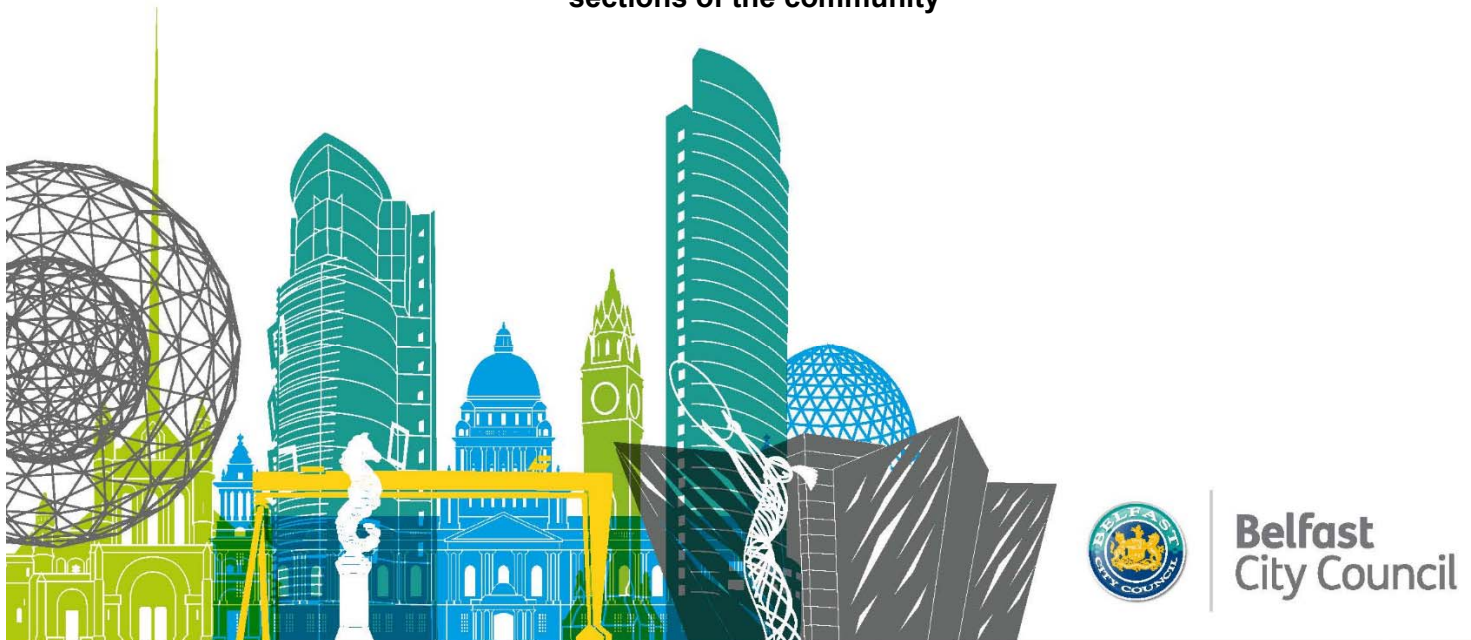
The closing date for applications is **4pm on Monday, 6 January 2025**.

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 email [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk)**

**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 or part-time hours.**

Please indicate below whether you would be interested in a permanent or temporary (including fixed term) post working full-time or part-time (including 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**

**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 and part-time 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.  
**Applicants must, as at the closing date for receipt of application forms, have a third level qualification in a relevant subject such as waste management, environmental management, procurement, project management, engineering or equivalent qualification.**  
**Please detail your relevant qualification below:**

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

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

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

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

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- (c) **Current membership of professional bodies:**  
**Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of applications, possess full, current membership of a relevant professional body such as Chartered Institution of Water and Environmental Management, Chartered Institution of Waste Management, Institute of Purchasing and Supply, Institute of Civil Engineering or equivalent membership.**  
**If applicable, please detail your relevant membership below:**

Title of professional body	Type / grade of membership	Membership number	Date of expiry



**Employment history**

(d) 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:

(e) Details of previous employment and positions held:

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

### Section 3: Driving licence and experience

5.

(i) Do you hold a full, current driving licence which enables you to drive in Northern Ireland OR have access to a form of transport which enables you to meet the requirements of the post in full?

Yes

No

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

Licence number: \_\_\_\_\_ Start date: \_\_\_\_\_ Expiry date: \_\_\_\_\_

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

**You must complete the application form in either typescript (Arial font size 11) or legible hand-writing using black ink. You must limit your text in this section, i.e. (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

(ii) Applicants **must**, be able to demonstrate, by providing personal and specific examples on the application form, two years' relevant experience in each of the following areas:

- (a) managing activities associated with waste collection, treatment, recovery and disposal;
- (b) developing and implementing modern processes, procedures and working practices to deliver key tasks, including managing and monitoring significant<sup>[1]</sup> contracts; and
- (c) managing and motivating staff, i.e. direct reports, in accordance with the principles of personal development planning and individual performance management.

#### **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 activities associated with waste collection, treatment, recovery and disposal, outlining your personal responsibilities and duties at each stage; the range and types of waste activities you managed; the purpose and outcome of this work; how you managed the activities effectively, 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 your experience of developing and implementing processes, procedures and working practices, outlining your personal responsibilities and duties; how these were modern; how the development and implementation of them benefitted the delivery of key tasks; the outcomes of this work, and detail how you managed and monitored contracts providing detail on your specific role; your responsibilities; the size and value of the contracts you managed; how you monitored the contracts outlining any tools or systems used to assist you; the duration and remit of these contracts; how these contracts are significant and comparable in terms of value, scale and complexity, 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 your role including your duties and responsibilities in relation to managing and motivating staff; how many people you were responsible for; how you managed team members in accordance with the principles of personal development and individual performance management; any difficulties you encountered and how you overcame them, etc.

<sup>[1]</sup> **Significant** contracts are defined as those contracts valued above contracts valued above £171,923.

**(a) Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' relevant experience of managing activities associated with waste collection, treatment, recovery and disposal.**

Continuation sheets must not be used

**(b) Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' relevant experience of developing and implementing modern processes, procedures and working practices to deliver key tasks, including managing and monitoring significant contracts.**

Continuation sheets must not be used

**(c) Please demonstrate in this box, by providing personal and specific examples, that you 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.**

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: 0000002945 /

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: