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# Job description

**Date:** 1 November 2022

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**Department:** City and Organisational Strategy

**Post ID number:** CPOLP008

**Section:** Strategy, Programmes and Partnerships

**Job title:** **Policy and Performance Analyst**

**Grade:** Grade 9

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## Main purpose of job

To be responsible to the Head of Inclusive Growth and Anti-poverty for the provision of a range of strategic planning, policy and performance management activities in support of the council's corporate strategies, including the Belfast Agenda, corporate plan and inclusive growth strategy.

In collaboration with senior management, to support the development, implementation and monitoring of the council and city's strategic planning and performance management frameworks through the Belfast Agenda and corporate plan.

To provide advice, guidance and support in the areas of strategic planning and policy to officers at all levels within the organisation as required.

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## Summary of responsibilities and personal duties

1. To support the Strategy, Programmes and Partnerships service in developing and successfully implementing the council's strategic planning and performance management frameworks.
2. To assist with the preparation and publication of the council's corporate plan, community plan and other relevant strategic plans, including the coordination and negotiation with departments on the preparation of committee and departmental plans.
3. To coordinate, monitor and evaluate the development and implementation of corporate strategies and policy issues affecting the council in order that action is taken in line with council policies and priorities.
4. To participate in or lead inter-departmental working groups set up to tackle specific community planning or council-wide issues, including the preparation of discussion papers and provision of research, advice and support.
5. To assist the Strategy, Programmes and Partnerships service in facilitating communication and engagement around the council's strategic plans and priorities, to ensure that relevant information is available and widely disseminated across the council, partners, the public and other stakeholders.
6. To collate and analyse socio-economic data and to liaise with other council sections on the production of a baseline profile for the council and the development and monitoring of corporate performance targets.
7. To assist in reviewing and developing the council led community planning framework and to contribute to cross-departmental and citywide understanding and joint working to deliver and support community planning.
8. To support the development of plans and programmes aimed at the key priorities identified in the community plan, supporting the work of subgroups dealing with community planning themes, for example, educational inequalities, inclusive growth and anti-poverty, health inequalities, housing led regeneration etc.
9. To assist in the cascading of the performance management process, including assisting and supporting departments and services to develop and improve performance levels.
10. To develop and implement systems for monitoring the council's and departmental or service plans and performance, including the collection, analysis and reporting of performance indicators.
11. To monitor and report on the performance of the council and individual services against performance indicators and to contribute to the development and implementation of improvements, including assisting with the preparation and publication of planning and performance reports for elected members and senior managers.

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12. To lead, coordinate and support the development and implementation of additional corporate policy and performance activities as directed by the Strategy, Programmes and Partnerships.
  13. To manage and supervise performance within assigned teams, including identifying and supporting training and development needs for staff.
  14. To keep under review new developments in local government policy, best practice and legislation, and make recommendations to senior management as required.
  15. To provide support for council and inter-organisational boards and working groups, and to develop relevant internal networks and partnerships on all aspects of the work of the Strategy, Programmes and Partnerships.
  16. To support the BCC Policy Network in communicating and coordinating all policy development and implementation activity within the council.
  17. To lead on the development, implementation and management of a number of key policy duties. This includes the coordination of BCC engagement activity through the YourSay engagement platform, the management and coordination of the Notice of Motion database, the management and coordination of BCC consultation responses and support to the Corporate Management Team.
  18. To assist the Strategy, Programmes and Partnerships with the management of allocated projects including the programming of own workload to ensure projects are delivered on time and to budget.
  19. To provide accurate and timely information for both elected members and senior managers as and when required. To include attending meetings, briefings and workshops involving elected members and senior managers.
  20. To motivate and manage 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.
  21. To ensure all policy development, consultations and frameworks comply with the council's statutory duties under Section 75 of the Northern Ireland Act 1998 and other applicable legislation and the council's Equality Scheme.
  22. To 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.
  23. To participate as directed in the council's recruitment and selection procedures.
  24. To act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
  25. To undertake the duties in such a way as to enhance and protect the reputation and public profile of the city council.

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26. To 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, 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:** 1 November 2022

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**Department:** City and Organisational Strategy

**Post ID number:** CPOLP008

**Section:** Strategy, Programmes and Partnerships

**Job title:** **Policy and Performance Analyst**

**Grade:** Grade 9

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## Essential criteria

### Qualifications and, or experience

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

- have a third level qualification in a relevant subject such as business studies, public administration, public policy, statistics or equivalent **and** be able to demonstrate, by providing personal and specific examples on the application form, 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 on the application form, at least two years' relevant experience in each of the following three areas:
  - a) undertaking strategic planning and policy development, involving a range of internal and external stakeholders;
  - b) developing and delivering projects to tight deadlines including writing complex reports and presenting them to a wide range of internal and external audiences; and
  - c) undertaking qualitative and quantitative research and analysis; and providing insight and recommendations to senior management, boards or committees.

### Special skills and attributes

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

**Communication and influencing skills:** the ability to demonstrate highly effective presentation and communication skills capable of influencing and persuading a wide range of people and organisations in formal and informal settings and the ability to write reports to wide range of audiences including board and senior management level. The ability to build rapport and maintain the engagement and commitment of others to secure their support in the delivery of projects.

**Project management and work planning skills:** the ability to determine organisational priorities and resource requirements for complex projects and manage allocated workload on the basis of available resources and to work to tight deadlines to ensure project delivery.

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**Partnership working:** the ability to form, maintain and enhance partnership working with internal and external stakeholders, networks and communities to build consensus around key projects.

**Analytical and decision-making skills:** the ability to use analytical software to conduct research and analyse and interpret complex issues and exercise critical judgement in arriving at practical solutions and communicate findings clearly.

**Public sector corporate knowledge:** knowledge and understanding of working corporately in a large organisation and an understanding of current social, political and economic issues relating to the work of the public sector.

**Political sensitivity skills:** the ability to show awareness and sensitivity in managing successfully within a political environment including working effectively with elected members, partner organisations and other agencies.

**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, or experience, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of applications, can demonstrate on the application form, by providing personal and specific examples, (d) at least two years' relevant experience of developing and implementing corporate performance systems in a large, complex<sup>1</sup> organisation.

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<sup>1</sup> Large and complex will be defined by the panel as an organisation of at least 250 employees and with a multi-disciplinary workforce responsible for a range of functions or services.

## **Belfast City Council**

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

#### **Policy and Performance Analyst (Grade 9) One permanent post**

#### **Strategy, Programmes and Partnerships**

#### **City and Organisational Strategy 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 full-time, permanent 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, 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 9, SCP 37 to 40, £45,441 - £48,474 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 City Hall, Donegall Square, 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 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)).

### **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, 16 September 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 **Friday, 20 September 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 Tuesday, 1 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:

### Policy and Performance Analyst (Grade 9)

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

Strategy, Programmes and Partnerships

City and Organisational Strategy Department

Name of Applicant:

Address:

The closing date for applications is **4pm on Monday, 16 September 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 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, 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 or part-time 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, public administration, public policy, statistics, or equivalent qualification. Please detail your relevant qualification below:**

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

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

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

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



## Employment history

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

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

(d) Details of previous employment and positions held:

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

### Section 3: 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 (d), 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 applications, either:

- have a third level qualification in a relevant subject such as business studies, public administration, public policy, statistics or equivalent **and** be able to demonstrate, by providing personal and specific examples on the application form, 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 on the application form, at least two years' relevant experience in each of the following three areas:
  - a) undertaking strategic planning and policy development, involving a range of internal and external stakeholders;
  - b) developing and delivering projects to tight deadlines including writing complex reports and presenting them to a wide range of internal and external audiences; and
  - c) undertaking qualitative and quantitative research and analysis; and providing insight and recommendations to senior management, boards or committees.

#### Short-listing criterion

In addition to the above qualifications and, or experience, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of applications, can demonstrate on the application form, by providing personal and specific examples, (d) at least two years' relevant experience of developing and implementing corporate performance systems in a large, complex<sup>1</sup> organisation.

#### In boxes (a) to (c), and if applicable box (d), please provide the following detail:

(a) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail the strategic planning and policy development you have been responsible for; the range of internal and external stakeholders involved and their role in strategic planning and policy development, any difficulties and how you overcame them, any outcomes, etc.

(b) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail the projects that you have developed and delivered; the tight deadlines involved; the steps that you took in their development and delivery; the complex reports you have written and presented for projects including what these reports contained, who you delivered them to including the internal and external audiences involved; any difficulties you encountered in developing and delivering projects; how these were overcome; any outcomes, 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 range of quantitative and qualitative research that you have been responsible for; the insights and recommendations made on the basis of your research

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<sup>1</sup> Large and complex will be defined by the panel as an organisation of at least 250 employees and with a multi-disciplinary workforce responsible for a range of functions or services.

and analysis; the senior management; boards and committees that you provided your insights and recommendations to and how these were used; any outcomes, etc.

(d) 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 corporate performance systems which you have developed and implemented; the steps you took; the large and complex organisation in which these systems were used including the number of staff and range and type of functions and services provided; the internal and external stakeholders who you collaborated with; how the organisation used these corporate performance systems; any issues that you encountered and how these were overcome, etc.

**(a)**

**Please demonstrate in this box, by providing personal and specific examples, that you have either at least one year's or two years' relevant experience (as outlined in the employee specification) of undertaking strategic planning and policy development, involving a range of internal and external stakeholders.**

Continuation sheets must not be used

**(b)**

**Please demonstrate in this box, by providing personal and specific examples, that you have either at least one year's or two years' relevant experience (as outlined in the employee specification) of developing and delivering projects to tight deadlines including writing complex reports and presenting them to a wide range of internal and external audiences.**

Continuation sheets must not be used

**(c)**

**Please demonstrate in this box, by providing personal and specific examples, that you have either at least one year's or two years' relevant experience (as outlined in the employee specification) of undertaking qualitative and quantitative research and analysis; and providing insight and recommendations to senior management, boards or committees.**

Continuation sheets must not be used

**(d)** **Short-listing criterion:** if applicable, applicants must demonstrate in his box, by providing personal and specific examples, that they have at least two years' relevant experience of developing and implementing corporate performance systems in a large, complex<sup>2</sup> organisation.

Continuation sheets must not be used

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<sup>2</sup> Large and complex will be defined by the panel as an organisation of at least 250 employees and with a multi-disciplinary workforce responsible for a range of functions or services.

**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: 0000002669/

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 

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: