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| A close-up of a sign  Description automatically generated  **Shortlisting evidence Template – People Services Advisors** | |
| **Dear Candidate,**  **Please complete the form below in FULL adhering to the 300-word limit for each of the shortlisting criteria (i.e. max of 1500 words). Then save in a Word document format and upload to the ‘supporting evidence’ section of the online application.**  **Please note that for shortlisting purposes we will be removing ‘Name’ and ‘National Insurance number’ and each candidate will be provided with a candidate number for anonymised shortlisting.**  **For any queries please contact** [**personnel@southwales-fire.gov.uk**](mailto:personnel@southwales-fire.gov.uk) | |
| **Full Name:** |  |
| **National Insurance Number:** |  |
| **Anonymised Candidate Number (to be completed by FRS HR team)** |  |
| **Shortlisting Criteria 1:**  Please outline how you meet the eligibility criteria requirements for this role. | |
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| **Shortlisting Criteria 2:**  Please outline how you demonstrate you value inclusion and how you set a positive example of appropriate behaviour for peers and new starters. | |
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| **Shortlisting Criteria 3:**  Please outline how have proactively learnt new skills and behaviours, role modelling the importance of development. | |
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| **Shortlisting Criteria 4:**  Please outline how you have made decisions previously through analysing supporting evidence, risk and prior knowledge to ensure best practice. | |
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| **Shortlisting Criteria 5:**  Please outline how you have offered new ideas and feedback to improve services and how you have taken on board other’s ideas to advance your organisation’s success. | |
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| **Closing date - 12:00pm midday on Monday 22nd July 2024** | |