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| A close-up of a sign  Description automatically generated  **Learning & Development Manager**  **12 Month FTC** | |
| **Please complete the form below in FULL adhering to the 500-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** [**recruitment@southwales-fire.gov.uk**](mailto:recruitment@southwales-fire.gov.uk) **or for internal queries, please contact us via 24/7** | |
| **Full Name:** |  |
| **National Insurance Number:** |  |
| **Anonymised Candidate Number (to be completed by FRS HR team)** |  |
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| **Shortlisting Criteria 1:** **Please outline your experience of designing and delivering leadership and management development programmes that have improved organisational effectiveness** | |
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| **Shortlisting Criteria 2:** **Please share an example of a time when you were able to quickly adapt and make an impact in a fast-paced environment, while taking initiative and working independently** | |
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| **Shortlisting Criteria 3: Please provide an example of when you have had to deliver multiple projects with conflicting priorities to meet varying stakeholder demands, whilst operating to tight deadlines** | |
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| **Shortlisting Criteria 4: Can you provide an example that demonstrates your ability to build strong relationships with stakeholders and effectively influence outcomes** | |
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| **Closing date – 18th March 2025** | |