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| A close-up of a sign  Description automatically generated  **Leadership & Personal Development Academy Strategic Lead** | |
| **Please complete the form below in FULL adhering to the 500-word limit for each of the shortlisting criteria (i.e. max of 2000 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)** |  |
|  | |
| **Shortlisting Criteria 1:** **Strategic Vision and Impact: Describe a time when you led organisational change and implemented a long-term strategy for leadership development?  How did you ensure alignment with organisational goals?** | |
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| **Shortlisting Criteria 2:** **Stakeholder Engagement & Influence: Demonstrate your experience in influencing and engaging diverse stakeholders to drive leadership and personal development initiatives?** | |
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| **Shortlisting Criteria 3: Measuring Impact & Continuous Improvement: Demonstrate how you have delivered leadership and development programmes effectively at scale, using data and feedback to measure success and improve impact?** | |
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| **Shortlisting Criteria 4: Diversity, Equity, and Inclusion in Leadership Development: How do you ensure that the Leadership initiatives promote diverse and inclusive leadership pipelines?** | |
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| **Closing date – 28.03.2025 – 12:00 Midday** | |