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| A close-up of a sign  Description automatically generated  **L&D Associate**  **Shortlisting evidence Template** | |
| **Please complete the form below in FULL adhering to the 500-word limit for each of the shortlisting criteria (i.e. max of 2500 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:** **Please outline your experience of researching, creating, delivering and evaluating learning and development solutions and/or training packages.** | |
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| **Shortlisting Criteria 2:** **Provide an example of how you have worked with external providers or internal departments to develop effective organisational solutions.** | |
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| **Shortlisting Criteria 3: Can you evidence your proactivity in promoting change, and the ability to seek opportunities to promote improved organisational effectiveness.** | |
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| **Shortlisting Criteria 4: Can you share an example showing your ability to maintain a confident and resilient attitude in highly challenging situations.** | |
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| **Shortlisting Criteria 5: Can you outline your commitment to and ability to develop self, individuals and teams to enhance organisational effectiveness.** | |
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| **Closing date – 09/05/2025 by midday** | |