

**APPLICATION FOR EMPLOYMENT**

**Rural Stirling Housing Association**

**Stirling Road**

**Doune**

**FK16 6AA**

**PLEASE COMPLETE ALL SECTIONS**

**CV will not be accepted.**

**The closing date for this application is 12 noon, Friday, 29th January 2021**

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| The information that you supply in this application form will enable the interview panel to decide whether to invite you to an interview. Whilst all sections may not be relevant to you personally, you should complete the form as fully and as accurately as possible to enable your application to be given full consideration.  The information provided within your application form will be processed in accordance with the General Data Protection Regulations. Please note that the first 3 pages and the Equal Opportunities Monitoring form **will not** be shown to the shortlisting panel. |

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| **1. Position applied for: *Clerk of Works*** |
| **Where did you see this post advertised?** |

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| **2. PERSONAL DETAILS** | | |
| Surname: | Forename(s): | Title: |
| Address: | | |
|  | Postcode | |
| Telephone (daytime): | Telephone (evening): | |
| Mobile: | Email: | |

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| **3. ASYLUM & IMMIGRATION ACT 2006** |
| The Immigration, Asylum and Nationality Act 2006 makes it an offence to employ anyone who is not entitled to live or work in the UK. All applicants selected for interview will be required to provide evidence that they are entitled to live and work in the UK. Appropriate documentation may include the original of your current passport, visa, birth certificate or any other document [or combination of documents] indicated by the Act.  Do you currently have the right to work and live in the UK? **YES/NO** (please delete as appropriate) |

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| **4. REFERENCES**  Please give details of two referees. They should be qualified to comment on your ability and experience for this appointment and should include a referee from your current or most recent employer. Rural Stirling Housing Association does not accept references from family members.  **Referees will not be approached prior to a conditional offer being accepted.** | |
| Reference 1  (Present or most recent employer)  Name: | Reference 2  (If appropriate)  Name: |
| Address: | Address: |
| Occupation: | Occupation: |
| Telephone No: | Telephone No: |
| e-mail: | e-mail: |

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| **5. AVAILABILITY** |
| Are you available on the proposed interview date? Yes  No |
| Notice period required? |

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| **6. Equality Act 2010** |
| We are committed to being an Equal Opportunities Employer. If you have a disability as defined in the Equality Act 2010, are there any arrangements that would assist you in attending an interview? Please provide details below. |

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| **7. DATA PROTECTION ACT 2018** |
| Information from this application will be processed for purposes permitted under the General Data Protection Regulations. You have, on written request, the right to access all personal data Rural Stirling Housing Association holds about you.  Information about how your data is used, and the basis for processing your data is provided in Rural Stirling Housing Associations Fair Processing Notice. |

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| **8. REHABILITATION OF OFFENDERS ACT 1974** |
| Due to the nature of our business, Rural Stirling Housing Association may require you to undertake a Disclosure Scotland Record Check for some posts. The Rehabilitation of Offenders Act 1974 enables some criminal convictions to become spent or ignored, after a ‘rehabilitation period’. Excepted posts are those to which the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 applies. You may be entitled to withhold information about convictions that are ‘spent’ under the provision of the act. In the event of employment, any failure to disclose could result in dismissal or disciplinary action by your employer.  If selected for interview, you will be required to complete a Criminal Convictions Declaration Form which will only be reviewed if an offer of employment is being made. |

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| **9. DECLARATION** | |
| I have read this application form fully and I declare that the information I have given in support of my application is, to the best of my knowledge and belief, true and complete. I understand that if it is subsequently discovered that any statement is false or misleading, or that I have withheld any relevant information my application may be disqualified or, if I have already been appointed, I may be dismissed without notice. | |
| **Signed:** | **Date:** |

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| **10. EDUCATION AND QUALIFICATIONS**  Please give details of Qualifications obtained (N.B. you are not required to indicate any dates in this section, only details of your education and qualifications) |
| Secondary Education |
| Further/Higher Education (University or further education establishment) |
| Other Courses Attended |
| **Additional Information:**  Professional Qualification held:  Membership of Professional Body:  Level of Membership Held: |

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| **11.** **PRESENT EMPLOYER (or if unemployed, details of last employer)** | | | | | |
| Name & Address of  Employer | Date From: |  | | Date To: |  |
|  | Position Held: | |  | | |
|  | Salary and other benefits/payments | |  | | |
|  | Notice Required: | |  | | |
|  | Reason for Leaving: | |  | | |
| Description of Current Duties: | | | | | |

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| **12. PREVIOUS EMPLOYMENT DETAILS**    Please give details of your previous employment and any unpaid work or any other relevant experiences that you would like to mention, starting with the most recent: | | | |
| Name & Address of  Previous Employer(s) | From  Month/Year | To  Month/Year | Position Held, Main Duties and Reason for Leaving |
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| **13.** **CANDIDATE MATCH WITH PERSON SPECIFICATION**  Please describe how your experience, skills and knowledge would enable you to meet the Person Specification for this post. You should try to show evidence in this section of how you satisfy the criteria as defined in the Person Specification. |

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| **PERSONAL ATTRIBUTES/SKILLS** | **D = Desirable**  **E = Essential** | **Evidence** |
| **EXPERIENCE** |  |  |
| Experience of succeeding in a role with a wide range of tasks and responsibilities | **E** |  |
| Experience of working in a customer focused environment | **E** |  |
| Excellent customer care and communication skills; written, face to face and on the telephone | **E** |  |
| Excellent interpersonal skills to deal with a range of customers, partners, contractors, colleagues and Board members | **E** |  |
| Up to date knowledge of current building regulations and Health & Safety compliance. | **E** |  |
| Excellent ICT skills, including use of Microsoft Office & EXCEL applications to draft emails, letters, and present data | **E** |  |
| Demonstrable enthusiasm and commitment to work with customers face to face and on the telephone | **E** |  |
| Able to organise own workload to meet deadlines | **E** |  |
| Previous relevant experience working within the construction industry and/or social housing. | **E** |  |
| Ability to make good and reasoned suggestions and turn these into realistic solutions, questions existing work practices and contributes to improve processes. | **E** |  |
| Understanding of the development and maintenance processes of a social housing provider. | **E** |  |
| Ability to gather objective information from multiple sources, analyse and critique an idea before making a decision | **E** |  |
| Makes decisions in line with policy and procedures and recommends amendments, as appropriate | **E** |  |
| Follows a systematic approach to problem solving, drawing potential conclusions for determining next steps | **E** |  |
| Experience of working in a Housing or Construction environment | **E** |  |
| **EXPERIENCE** |  |  |
| Experience working in the social housing sector or similar, actively working to support staff and deliver services | **D** |  |
| Extensive use of IT skills in a wide range of packages. | **D** |  |
| Ability to understand procedures and policies and communicate confidently with others. | **D** |  |
| Ability to input and interpret financial information relating to newbuild and planned maintenance contracts | **D** |  |
| Ability to exercise good judgement based on information from a range of sources | **D** |  |
| Understanding of the role of the social housing sector and how Housing Associations work | **D** |  |
| Understanding of Health and Safety requirements in a construction and maintenance environment | **D** |  |
| **QUALIFICATIONS/OTHER REQUIREMENTS** |  |  |
| Up to date knowledge of relevant legislation and regulatory requirements | **E** |  |
| Member of the Institute of Clerk of Works & Construction Inspectorate and/or technical, property/surveying qualification | **D** |  |
| A full driving licence and access to own car is an essential requirement of the post | **E** |  |
| Some flexibility over working hours is necessary to meet the requirements of the job. This includes occasional work outside normal working hours and attendance at evening meetings | **E** |  |

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| **14. ADDITIONAL INFORMATION IN SUPPORT OF YOUR APPLICATION** |
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| **15. RELATIONSHIP TO STAFF MEMBERS** |
| If you are related to any employee of Rural Stirling Association or anyone who has been employed as a staff member or has been engaged as a supplier, consultant or contractor in the last 12 months, please provide details: |

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| **16. RELATIONSHIP TO BOARD MEMBERS** |
| If you are related to a Board member of Rural Stirling Housing Association or anyone who has been a Board member in the last 12 months, please provide details: |

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| **17. USE OF CAR** | |
| Do you own a car? | Yes  No |
| Do you have a full, clean driving licence? | Yes  No |
| Are you insured for Business purposes? | Yes  No |

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| **18. CANVASSING** |
| Canvassing directly or indirectly in connection with this appointment shall disqualify your application. If discovered after appointment you will be liable to dismissal. |

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| **19. CONFIRMATION OF QUALIFICATONS** |
| If selected for interview you will be required to provide evidence of the original certificate(s) of all qualifications referred to in this application. This extends to membership of professional bodies. |

**When completed this form can be returned by e-mail to:** susan@rsha.org.uk

Or by post to:

**Private and Confidential**

**Susan Mackay**

**Rural Stirling Housing Association**

**Stirling Road**

**Doune**

**FK16 6AA**

*(Please affix the required postage for weight/size of envelope if returning by post. Please mark Private and Confidential)*

*(If returning the application form by e-mail please note that there is no need to also post a hard copy. If shortlisted, you will be asked to sign your application form at interview.)*

**Please note that the closing date for receipt of applications is *12 noon, Friday, 29th January 2021..***



**DIVERSITY & EQUAL OPPORTUNITIES MONITORING**

Rural Stirling Housing Association is committed to equal opportunities in employment, regardless of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race (including colour, nationality ethnic or national origins and citizenship), religion/belief, sex and sexual orientation.

To help us monitor our Equality & Diversity Policy and the effectiveness of our recruitment practices, we would like you to answer the following questions. **You are under no obligation to answer any of the questions.**

Any information provided will be treated in the strictest confidence, in line with the requirements of data protection legislation and will not be shared with the Interview Panel

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| Position applied for: ***Insert Job Title*** |

**1. Are you:**  Male  Female  Trans Gender

**2. Which of the following age bands do you belong to?**

16-24 years  25-34 years  35-44 years

45-55 years  55 & over

**3. Do you consider yourself to have a disability/special needs?**

Yes  No

**4. Ethnic Origin: Please choose ONE section from A to E, then tick the appropriate box to indicate your cultural background.**

**A White B Mixed C Asian or Asian British D Black or Black British**

English  Any mixed  Indian  Caribbean

Scottish background  Pakistani  African

Welsh  Bangladeshi  Other Black

Irish  Other Asian

Polish  Chinese

Gypsy Traveller

Other White

**E other ethnic group**  Prefer not to say

Arab, Arab Scottish/British

**5. Specify your religion:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

None Prefer not to say

**6. Sexual Orientation**

**Would you describe yourself as (please tick):**

Heterosexual  Lesbian  Gay  Bisexual  Prefer not to say

**7. Where did you see the post advertised?**

**Thank you for your co-operation**