

# Application Questions – Training Manager

**IMPORTANT: PLEASE READ BEFORE APPLYING**

In order to avoid unconscious bias in recruitment, we will only assess your application based on what you write on this document. We will not have access to your CV until after we have finished shortlisting. Please make sure you include anything you think relevant in the answers to the questions as we will not be able to assess you on anything you do not put on this form.

If you do not feel comfortable given written answers to questions, we will also accept video or audio recordings of you answering the questions. If you choose to submit a recording, the shortlisting panel will hear your voice (and, if you submit a video, know what you look like) but will not have access to your CV, your name or your previous experience.

**How to complete:**

Please answer each question. Try to give us enough detail to demonstrate that you meet each of the areas on the person specification.

With each question include an example and explain what you did, how it demonstrates your skills and experience and what the outcome was. We have grouped the criteria together where we think they may be related. You can answer each question with one example if it covers all the areas listed or you can use a different example to explain each area.

For tips and information on completing this document, please read the document “Applying for a job at Attitude is Everything” and the “Examples of how to answer application questions”.

Once you have completed the Application Questions, attach it to an email with your CV and send it to administrator@attitudeiseverything.org.uk with “Training Manager Application” as your subject line.

Application deadline: 9am Tuesday 13th June 2023

If you have any questions about the role, please contact paul@attitudeiseverything.org.uk.

**Question 1 – A core aspect of our organisational ethos is that our training is designed and delivered by disabled people. This is to ensure that our training programme incorporates lived experience as well as opens up discussions, shares information and support participants' advocacy. For this reason, applicants must be considered disabled under the 2010 Equality Act.**

This could mean you:

* Identify as Deaf
* Identify as disabled
* Identify as neurodivergent
* Having a long-term physical or mental health condition that has lasted or will last for 12 months or longer.

**Do you consider yourself to be disabled under the definition of the 2010 Equality Act?**

**Yes**

**No**

**Question 2 - Why are you interested in this role at Attitude is Everything?**

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**Explain and give an example as to how you meet the following areas of the person specification. You can answer each question with one example if it covers all the areas listed or you can use a different example to explain each area.**

**Question 3 – Project Management**

* Experience of successfully managing projects which involve negotiating with multiple people about competing priorities.
* Experience of using a CRM and/or other software to organise and manage your workload

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**Question 4 – Managing Training Activities**

* Experience of using training and coaching techniques to support individuals to develop their training skills.
* Knowledge of evaluation processes and tools and how to use them to evaluate and improve a training programme.
* Experience of negotiating contracts and an understanding of ethical business development.

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**Question 5 – Training Design and Delivery**

* Experience of collaborating with colleagues to identify training gaps and develop solutions.
* Experience of designing and delivering effective training.
* Experience of presenting to groups of people effectively and making a compelling case for change.
* Experience of training organisations and individuals in how to use the Social Model of Disability to improve their accessibility for disabled people.

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**Question 6 – Knowledge and Skills**

* An understanding of the barriers faced when accessing music and live events for people in a range of impairment groups.
* An understanding of the barriers faced when accessing employment for people in a range of impairment groups.

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**Question 7 - Under the Immigration Act 1996, we are required to ask for proof of your right to work in the UK. This will be requested once an offer of employment has been made.**

**Do you require a work permit to work in the UK?**

Yes

No

**Question 8 - Do you have any criminal convictions (excluding any considered “spent” under the Rehabilitation of Offenders Act 1974)? (Minor motoring offences should be disregarded):**

Yes

No

**Question 9 – Are you able to provide the names, job titles and email addresses of two people who can provide you with a reference outlining your suitability for the role? One should be your current or most recent employer.**

* We will not contact anyone for a reference until we have made you an offer for a job and will always check with you before contacting your current employer.
* Please provide the details in the space below. If your references are on your CV, you do not need to repeat this information here.

**Reference 1**

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**Reference 2**

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**Question 10 – Declaration**

**I declare that I have answered all the questions in this document to the best of my knowledge and that all of the information that I have given is correct. Misleading statements may be sufficient grounds for cancelling any agreements made.**

**Name:**

**Date:**