# Shortlisting questions for Head of Net Zero

## Guidance for applicants

As part of your application, you will need to provide answers to some shortlisting questions.

Do not send this document as a separate attachment. You will answer these questions on the online application system.

Your answers to the shortlisting questions are the most important part of your application. They will be used in the shortlisting process to assess whether:

* you meet the essential requirements for the role set out in the person specification
* you should be offered an interview.

Before you start your application, please read our guidance on [completing the application form](https://www.brighton-hove.gov.uk/jobs/council-jobs/application-form-guidance) and [on answering shortlisting questions](https://www.brighton-hove.gov.uk/jobs/council-jobs/shortlisting-questions-guidance). These give important advice which will increase your chance of success in the shortlisting process.

These are the questions you will be asked in the online application for this role. Do not answer them on this document. Instead, add your answers in the boxes that will appear as you go through the online application process.

1. This role is the strategic lead for the council’s response to the declared Climate and Biodiversity emergencies. Please describe the knowledge and experience you bring that is relevant to this role, particularly in the fields of sustainability, carbon reduction, climate change, mitigation, adaptation and biodiversity in an urban context.

2. Please provide an example of managing complex and varied stakeholder relationships effectively to achieve a positive outcome. What was the situation, what actions did you take, and what was the outcome?

3. Strong interpersonal skills are required in this role in order to influence others and build effective relationships. Please explain how you ensure your communication style is inclusive and accessible?

4. Please describe your experience of leading a portfolio of complex capital programmes to deliver successful outcomes in the areas of carbon reduction, adaptation or biodiversity.

5. Please provide an example of putting together complex public and private investment proposals, including how you coordinated different funding streams.

6. Please describe your experience of leading multi-disciplinary, cross-organisational teams, including your approach to leading, including and motivating others.