# Shortlisting questions for Head of Parks & Leisure

## 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 [applying with a CV](https://www.brighton-hove.gov.uk/jobs/open-vacancies-and-how-apply-brighton-hove-city-council/supporting-your-job-application/cv-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. Please summarise your experience and achievements in working in a senior management role within environmental, open spaces, sport and/or leisure management sectors.

2. The ability to innovate, transform, modernise and to bring staff and partners on this journey, will be key to the success of this role. Can you provide an example of how you have maintained your knowledge of new trends and innovations in parks, allotments, open spaces sports and leisure sectors, and delivered a significant change to improve service performance?

3. The ability to influence and communicate effectively with a diverse range of stakeholders and communities is essential in this role. Please provide an example of when you have worked in collaboration with diverse groups of communities, volunteers, or partners and ensured an inclusive and accessible approach to engaging with and empowering people to work with you to deliver a shared outcome. What was the situation and what did you do to achieve a positive outcome?

4. This role is responsible for leading a large frontline workforce. Can you provide an example of how you have managed a workforce that is largely not digitally enabled and found solutions to ensure the workforce has a voice and are listened to, feel engaged, invested in and motivated?

5. Commitment to ensuring safe working practices is essential to this role. Please summarise your experience of building a strong Health and Safety Culture across your teams and department, ensuring compliance with Health and Safety policy and practice within a large operational workforce.