

LLANELLI RURAL COUNCIL

GUIDANCE NOTES FOR COMPLETING THE JOB APPLICATION FORM.

The information you provide in the application form will be used to determine whether you should be invited for interview. Please allow sufficient time to complete. It is also important that the guidance notes below are followed when completing the form. This will ensure all the relevant information is available to decide whether you will be selected for interview. Please read the Person Specification for the role. The Person Specification lists the essential and desirable attributes to perform the role of **Lead Worker**. Shortlisting will involve assessment of the details provided in the application form against the criteria outlined in the Person Specification so please cross check it when completing the form. **You will not be invited to interview if you fail to meet the essential criteria requested from the application alone.**

The application form may be completed in the applicant's own hand writing or electronically.

However, applications will be accepted in other formats where an applicant has difficulty completing the standard form as a result of disability. If you require the application form in another format, such as large print please contact us.

1. Vacancy Details

This section may have been already completed, but please check that all the details are complete and correct. If this is not the case please refer to the job advertisement for the post and complete this section.

2. Personal Details

Please enter your personal details fully and clearly, so that we may contact you about your application. When entering a telephone number please insert area codes where appropriate.

3. Education/Qualifications

In this section show the qualifications you have obtained (including grades). You should also indicate any examinations to be taken or courses in progress. Complete this section in chronological order (earliest first). Original qualification certificates will be required as proof of qualifications attained at the interview stage.

4. Membership of Professional Institutions & Training

This section is concerned with membership of institutes or organisations connected with work such as Professional, Occupational or Craft Membership. You need not include details of trade union membership. In this section, include any training, or courses attended which you feel are relevant to the job for which you are applying.

5. Present Post

This section is concerned with details of your present post. If you are not presently employed you have an opportunity to indicate your experience in Section 7.

6. Previous Employment

Complete this section in reverse chronological order (most recent first). You should briefly outline your previous employment history and account for any gaps.

7. Experience

You will need to demonstrate that you have the skills, knowledge and experience necessary to do the job. It will not be sufficient simply to state that you fulfil certain criteria; you should, where possible, describe how you meet **all** criteria of the Person Specification. Please note that voluntary work and life skills gained through caring or other domestic responsibilities, if relevant to the requirements of the post may be just as valid as experience gained from employment and should be included. **Shortlisting will be based in the first instance on the essential criteria of the Person Specification only.** Desirable criteria will only be taken into account where more rigorous selection is deemed necessary. You should try to complete this page briefly and succinctly but if you wish to include an additional sheet this would be acceptable.

8. References

If you are employed or have been employed in the past, your first referee should be your present employer or most recent employer. The Authority reserves the right to contact any previous employer for a reference. The second referee may be a personal character reference although this should not be given by a relative. References will be sought for candidates who are successful at interview. It is therefore advisable that referees are informed when an offer of employment is made. References will be taken into account before the offer of employment is confirmed.

9. Additional Information

Welsh Language skills will only be considered in the shortlisting process if it is identified on the person specification as being an essential criteria for the post, as will holding a valid driving licence.

10. Criminal Convictions

When completing this section you **MUST** disclose any convictions, bind over orders, or cautions whether current or “spent”. In the event of employment, any failure to disclose these and pending investigations could result in disciplinary action or dismissal.

Disclosure of a conviction or caution does not necessarily mean you will not be appointed. Applicants with a conviction or caution will be treated fairly. Details supplied in this section will **not** be considered in the shortlisting process and the appointment decision will be made in the light of all information available considering applicants on their merits. All information supplied will be treated in the strictest confidence and will only be seen by those who need to see it as part of the recruitment process.

11. Relationships to Councillors or Senior Officers

Canvassing will disqualify your application. A candidate who knowingly fails to disclose such a relationship shall be disqualified from the appointment.

12. Declaration/Confirmation of Details

You must sign your application form and date it.

EQUAL OPPORTUNITIES

Llanelli Rural Council strives to be an equal opportunities employer ensuring decisions on appointment are taken having regard only to the requirements of the job. The selection process in place endeavors to ensure equality of opportunity for all.

RETURN OF COMPLETED APPLICATION FORM

Please can you send the completed application form to:-

Llanelli Rural Council
Vauxhall Buildings
Vauxhall
Llanelli
SA15 3BD

ACKNOWLEDGEMENT OF APPLICATIONS

If you are not called for interview within three weeks of the closing date, **26 June 2026** please assume you have been unsuccessful in your application.

If you require acknowledgement of your application, please enclose a stamped addressed envelope.