

**GRADUATE INTERSHIP PROGRAMME
APPLICATION PACK**

Thank you for your interest in the Graduate Internship Programme, in this document you will find information on the Programme, guidance notes on how to complete the application pack as well as the application pack and monitoring form. If you have any questions regarding the application please contact Cailin Hardy at East Belfast Partnership on cailin@eastbelfast.com

Although managing the programme the interns will not all be based at East Belfast Partnership but with an organisation operating within the 'not for profit' sector based within Belfast. More information on the placement organisation is included in the job description & personnel specification documents enclosed.

Temporary Employment under the Graduate Internship Programme

- ✚ Individuals are only eligible for **one period of** employment funded by the Graduate Internship Programme lasting up to a maximum of 26 weeks.
- ✚ The interns are projected to commence mid February 2010.

Eligibility

- ✚ To be eligible for Graduate Internship Programme applicants must have graduated from the 2008/09 cohort. All graduate applicants for internships must have a full degree award

Completing the Application Form – Guidance Notes

Please read these notes carefully before completing your Application Form. The East Belfast Partnership are coordinating the Graduate Internship Programme

1. Please complete the application form in either type or handwritten in black ink in capital letters. **Please note incomplete applications will not be considered.**
2. Please note that CVs will not be accepted.
3. It is essential to demonstrate how you meet the essential and desirable criteria as outlined in the Personnel Specification. Please ensure you give adequate examples to demonstrate your suitability for the position you are applying for.
4. Please give the names and addresses of two referees who are not related to you, who we can approach for a confidential assessment of your suitability for this job. (One of these must be an academic reference.)
5. Completed Application forms should be returned in the first instance by email to cailin@eastbelfast.com or by post, marked clearly for the attention of;

CAILIN HARDY
East Belfast Partnership
Avalon House
278-280 Newtownards Road
Belfast
BT4 1HE

6. If applying via post please ensure your postage costs are met in full as applications which are not received by closing date due to insufficient postage paid will NOT be considered.



Community Development Strategy Co-Ordinator – Ref GIP/04

East Belfast Community Development Agency
269 Albertbridge Road
Belfast
BT5 4PY
www.ebcda.org

East Belfast Community Development Agency exists to provide resources, support and capacity building programmes for community groups that are based on partnership, equal opportunities and sustainable outcomes. Established in 1970 as East Belfast Youth Council and then in 1973 as East Belfast Community Council. In 2010 East Belfast Community Development Agency celebrates 40 years of supporting the community sector in East Belfast.

JOB DESCRIPTION

1. JOB TITLE: Community Development Strategy Co-Ordinator

**APPROPRIATE
LINE MANAGER:** EBCDA Director

2. JOB PURPOSE:

To develop a Community Development Strategy for East Belfast. EBCDA is the 'umbrella organisation' supporting community development in East Belfast. Our membership is made up of community groups drawn from an area that contains almost 109,000 people. In accordance with strategic aims one and five, EBCDA wishes to develop a community development strategy for East Belfast.

Community development consists of six progressive components, following on from each other to build a combined effect. EBCDA will develop a strategy based on the outcomes of these components:

1. Help people see they have common concerns about local or other public issues and they could benefit from working on together under their own control.
2. Help people to work together on those issues, often by forming or developing an independent community group, supporting them to plan and take actions, and encouraging evaluation and reflection as a way of improving effectiveness.
3. Support and develop independent groups across the community sector in East Belfast non-directively but within an ethical framework, and increase networking between groups.
4. Promote values of equity, inclusiveness, participation and co-operation throughout this work.
5. Empower people and their organisations to influence and transform public policies and services and all factors affecting the conditions of their lives.
6. Advise and inform public authorities on community perspectives and assist them to strengthen communities and work in genuine partnership with them.

Possibly many of the people who are carrying out isolated pieces of work with communities could be supported more effectively if their work was reconfigured within a local community development strategy. These are useful but do not confront the overall development needs of communities. A community development strategy for East Belfast would place these components within a larger and long-term development.

3. MAIN DUTIES:

The graduate applicant would assist the development of a community development strategy through;

- 1) Liaising with Director and Community Support Manager to assist the process of developing a strategy;
- 2) Undertaking desk-based research on local community development strategies;
- 3) Meet with EBCDA member organisations to promote and discuss the content of a Community Development Strategy;
- 4) Writing reports and collating relevant information to assist the strategy development process.
- 5) Produce a working draft of a Community Development Strategy for East Belfast.

This job description will be kept under review and may be amended from time to time, after consultation with the post holder, to reflect changing organisational needs.

PERSON SPECIFICATION

i) Experience

Essential	Desirable
Folio of work undertaken as part of qualification	Experience of working with communities on projects

ii) Attainments

Essential	Desirable
3 rd level academic qualification in relevant community development or related field such as community youth work; or a social science.	Qualification in research, clear portfolio of research documents.

iii) Skills & Attributes

Essential	Desirable
Knowledge/Experience of Community Development Processes Good organisational skills Good IT skills	Understanding, knowledge and Experience of the community and voluntary sector in Northern Ireland.

<p>Enthusiastic & motivated individual.</p> <p>Ability to work to tight deadlines and prioritise work</p> <p>Excellent communication - written and oral</p> <p>Experience of preparing, writing and presenting reports and research.</p> <p>Working knowledge of MS Office and Powerpoint</p> <p>Willingness to travel throughout East Belfast</p>	
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The successful candidate will be an optimistic person, and must be able to demonstrate:

- The ability to work on his/her own initiative – a dynamic and resourceful “self starter”
- excellent interpersonal skills;
- the ability to establish effective working relationships externally;
- the ability to work closely and co-operatively with the EBCDA Director and Community Support Manager.
- the ability to maintain good office practices and procedures.

iv) General

- A clear understanding of how a community organisation or comparable organisation operates at senior level.

For internal use only

Application Ref:	DR:	SL:	CB:	DSO:



GRADUATE INTERNSHIP PROGRAMME – APPLICATION FORM

Please ensure the completed application form is returned either by email cailin@eastbelfast.com or by post marked clearly for the attention of;

CAILIN HARDY
East Belfast Partnership
Avalon House
278-280 Newtownards Road
Belfast
BT4 1HE

Incomplete applications and those received after the closing date will not be considered.

Please complete in either black ink (CAPITALS) or type

POSITION APPLIED FOR

Job Title	Reference
GRADUATE INTERNSHIP PROGRAMME - Community Development Strategy Co-Ordinator	East Belfast Community Development Agency GIP/04

APPLICANT DETAILS		
Surname	Forename(s)	Title
Address		
Home Telephone Number	Mobile Telephone Number	Email Address
Do you hold the necessary permit to work within the European Union? (Please circle)	Yes	No
Not Required		
<i>N.B. Proof of right to work MUST be provided prior to job offer, failure to comply will result in rejection of application</i>		

Do you hold a current valid driving licence and have access to a form of transport? *(please tick)*

Driving license?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Access to transport?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

**EDUCATION, QUALIFICATIONS
& TRAINING**

Please use the following section to detail your qualifications to date including any pending awards. Please complete in detail as modules studied within qualifications may enhance your eligibility. **Please note that offer of internship will be pending proof of degree qualification.**

FURTHER / HIGHER EDUCATION

Establishment	Completion Date <i>(month / year)</i>	Degree Achieved <i>(classification, faculty etc)</i>

SECONDARY EDUCATION

School <i>(i.e. Secondary, Grammar etc)</i>	Examinations / Qualifications <i>(state subjects and grades obtained)</i>

DETAILS OF ANY TRAINING

Course Title & Details	Date Completed

EMPLOYMENT HISTORY

Please use this section to provide information on your employment history to date, this should include any part time, casual, voluntary or placement employment. Please note information here which could assist in your application.

Company / Organisation	Dates Employed (From / To)	Position and responsibilities	Full Time / Part Time / Placement etc

Please continue on a separate sheet if necessary

ESSENTIAL CRITERIA

Please review the application information prior to completing this section and ensure you clearly demonstrate how you meet the essential criteria as detailed in application information pack. This can include experience / skills gained through not only education and employment but any voluntary, extra curricular activities or personal interests.

Please continue on a separate sheet if necessary and attach

DESIRABLE CRITERIA

Please review the application information prior to completing this section and ensure you clearly demonstrate how you meet the desirable criteria as detailed in application information pack. This can include experience / skills gained through not only education and employment but any voluntary, extra curricular activities or personal interests.

[Empty response area for demonstrating desirable criteria]

Please continue on a separate sheet if necessary and attach

REFERENCES

Please supply the names, addresses and contact details of 2 referees, one of which **MUST** be from the faculty at which you studied. The second can be a work, personal or character referee. References will be taken up without further notice, please ensure you have advised your nominated persons prior to submission of this application.

Referee 1

Referee 2

Name:	Name:
Position:	Position:
Address:	Address:
Telephone:	Telephone:
Mobile:	Mobile:
Email:	Email:

DECLARATION

I declare that all the foregoing statements are true to the best of my knowledge and belief and I understand that failure to fully complete this form will result in it not being considered.

Signed: _____

Print Name: _____

Date: _____

N.B. For electronic applications please type name in signed section. For electronic applications an authorising signature will be required at interview.

MONITORING INFORMATION

Application Reference Number: _____

Applicant Reference Number: _____
(Internal use only)

Information provided on this sheet will NOT be available to those involved in the recruitment and selection process.

Please complete the details below and return this sheet with your Application Form. Do not put your name on this sheet. This information which you provide will be treated in the strictest confidence. It will not be used for any purpose other than to enable the Company to comply with the legislation. It will NOT be used to determine an applicant's suitability for employment.

Background

In relation to fair employment we require information from which the perceived religious community background of job applicants can be determined. The information we require is NOT a statement of specific religious belief but rather an indication of community background.

Please state your religious community background

- My background is in the Protestant community
- My background is In the Roman Catholic community
- My background is in neither the Protestant community nor the Roman Catholic community

Date of Birth

Please state your Date of Birth _____

Race Relations

Please state your national / ethnic origin (*circle*)

- White
- African
- Indian
- Chinese
- Irish Traveller
- Bangladeshi
- Caribbean
- Pakistani
- Mixed ethnic origin
- Other (please specify) _____

Country of origin (circle)

- Northern Ireland
- England
- Scotland
- Wales
- Republic of Ireland
- Elsewhere (please state) _____

DISABILITY

A "disability" is defined in legislation as "a physical or mental impairment which has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities".

- I do not have a disability
- I have a disability (If you have a disability please describe nature of disability below)
- My disability is _____

SEX

- Male
- Female