



# **Citizens Advice Ashfield Recruitment Pack**

**Role: Debt caseworker (Ref DC 06/18)**

**Closing Date: Friday 23<sup>rd</sup> November 2018**

**Interview Date: Wednesday 5<sup>th</sup> December 2018**

## Introduction

Ashfield Citizens Advice is a registered charity providing advice and support to the residents of Ashfield, Nottinghamshire. Each year we help over 3000 local people deal with their problems. The main areas of support are around debt, benefits, housing and employment issues, but our work is extensive, enabling local residents to access free, confidential, impartial and independent specialist advice on a wide range of issues. The vast majority of that advice is delivered by our volunteers who live and work in the community and understand the pressures people can face in their daily lives.

This pack will give you more information about the role and how to apply. We do appreciate the time and effort it takes to compile a good application and thank you for your interest.

Please send your completed application form (sorry, CV's will not be accepted) to:  
Ashfield Citizens Advice  
Ashfield Health and Wellbeing Centre  
Portland Street  
Kirkby in Ashfield  
NG17 7AE  
Or by email to [admin@ashfieldca.org.uk](mailto:admin@ashfieldca.org.uk)

I look forward to receiving your application.

Kathryn Stacey  
Chief Executive Citizens Advice Ashfield

# Terms and Conditions

**Salary:** £13,067 (actual salary)

**Hours of Work:** 20 hours per week

**Annual leave:** Annual leave is 26 days plus 8 bank holidays pro rata per annum from 1st January to 31st December.

**Pension Scheme:** Eligible employees are auto enrolled onto the NEST pension scheme, further details will be made available on or after appointment.

**Equality and Diversity:** We recognise the positive value of diversity, promote equality and challenge unfair discrimination. We recognise people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions, and we wish to encourage and harness these differences to make our services more relevant and approachable. We will not discriminate or tolerate discriminatory behaviour on the grounds of race, colour, sex, transgender, disability, nationality, national or ethnic origin, religion or belief, marital/partnership or family status, sexual orientation, age, social class, educational background, employment status, working pattern, trade union membership or any other irrelevant factor in any aspect of employment.

Our values include a commitment to equality and fairness, and to valuing each other. All our employees are expected to have read and understood our Equality and Diversity Policy and to ensure they behave in accordance with its principles. Breaches of the policy may lead to disciplinary action.

**Dignity at Work:** We are committed to providing a culture in which all employees value each other and are able to work together to their full potential in an inclusive environment free from harassment, bullying and other unacceptable forms of behaviour. Unacceptable behaviour in the workplace will be actively dealt with, all complaints will be taken seriously, confidentiality will be respected and victimisation of those that raise complaints will not be tolerated.

**Probationary Period:** New appointments are subject to a three months probationary period. At the end of the probationary period the outcome of the assessment may be confirmation of post; notice of dismissal; or at our discretion, an extension of the probationary period by a further three months.

# A guide to completing the application form

## **Application form**

Please complete your application and return it by post or email (as a Word document) no later than the closing date referred to in the advert. If you return your application via email there is no requirement to send a hard copy in the post. CVs will not be accepted as a substitute for the application form, unless specifically stated in the advert.

The application form plays a key part in our recruitment and selection process. We use the information you provide about your skills, experience, career and education history to decide whether or not to invite you for an interview. It is important that you complete the application form as fully and accurately as possible, ensuring that you give specific examples which demonstrate how you meet the essential and desirable criteria for the role for which you are applying.

## **Disability**

Please let us know if you require any adjustments to be made to the application process or would like to provide any information you wish us to take into account when we are considering your application. If you are selected for interview, we will ask you to let us know if you have any access needs or may require reasonable adjustments to the interview or assessment (if applicable) at that stage. Please be assured that we will be supportive in discussing reasonable adjustments with you at any stage of the recruitment and selection process.

## **Entitlement to work in the UK**

A job offer will be subject to confirmation that you are permitted to work in the UK in accordance with the provisions of the Asylum and Immigration Act 1996. You will be asked to provide evidence of your entitlement to work in the UK if you are successful and an offer of employment is made.

Please note that Ashfield Citizens Advice does not hold a sponsor licence and, therefore, cannot issue certificates of sponsorship under the points-based system.

## **Diversity Monitoring**

Ashfield Citizens Advice values diversity and promotes equality. We encourage and welcome applications from suitably skilled candidates from all backgrounds. Monitoring recruitment and selection procedures is one way of helping us to ensure that there is no unfair discrimination in the way that we recruit people. To do this we need to know about the diversity profile of people who apply for posts. This information is given in confidence for monitoring purposes only and is not seen by anyone responsible for making recruitment decisions. However, if you would prefer not to answer any of the questions we ask, please leave them blank.

## **Information, experience, knowledge, skills and abilities**

This is a key section of the application form which allows you to provide evidence of your experience, knowledge, skills and abilities that are relevant to the role as described in the role profile. Selection is based on an assessment of the evidence you provide against the

requirements of the role as set out in the person specification. It is important that you tailor your response to clearly demonstrate how you meet each requirement. No assumptions will be made about your achievements and abilities.

Please provide one example for each requirement. You should choose examples of past experience that clearly demonstrate what we are looking for, and be precise about what you did, how you did it and the outcome or result of your actions.

A useful guide might be S.T.A.R:

Specific – give a specific example

Task – briefly describe the task/objective/problem

Action – tell us what you did

Results – describe what results were achieved

Please provide recent work examples wherever possible. However, do remember that relevant examples from other aspects of your life, for example: voluntary or unpaid work, school or college work, family or home responsibilities, can also be given.

### **Shortlisting outcomes**

Shortlisted applicants will be invited for an interview, which will include a short case study.

### **References**

All job offers are subject to the receipt of two satisfactory references: One should be from your current or most recent employer or line manager (if you are employed through an agency), or your course tutor if you have just left full time education. The other should be someone who knows you in a work related, voluntary or academic capacity. Both referees should be able to comment on your suitability for the role. References will only be taken up for successful candidates following interview.

### **Criminal convictions**

Anyone who applies to work for us will be asked to disclose details of unspent convictions during the recruitment process.

Having a criminal record will not necessarily bar you from working for us – much will depend on the type of job you have applied for and the background and circumstances of your offence. However, we are not able to employ anyone with a conviction for a sexual offence against a child or vulnerable adult, regardless of when the offence took place. All other convictions will be considered on an individual basis.

Disclosure and Barring Service (DBS) disclosures are only requested where proportionate and relevant to the post concerned. If the post for which you are applying for requires a DBS disclosure, this will be noted in the application pack.