

Thank you for your application to work with Community Land Scotland.

We are committed to having a diverse and modern workforce. Your application will be reviewed anonymously; this means your name and email address will be hidden from the hiring manager.

To create an anonymised recruitment process, we use an online application form. After you submit your application form, identifying details will be stripped from it before it is shared with the shortlisting panel.

You may wish to prepare your answers to the form ahead of time. This document will provide you with the questions the form will require.

**Contact information:**

- Name
- Phone number
- Email address
- Address

**Work history (up to seven previous employers):**

- Employer
- Dates employed
- Roles / nature of job (including job titles, key responsibilities, and how this role is relevant to the role you are applying for)
- Salary (*optional*)

There is also an open text field if you wish to tell us anything else about your work history that is not covered by the above points.

**General and further education:**

- Highest level of education you have
- Outline of education, including subject/description and grade/level obtained

**Other relevant training and development:**

- Details of vocational or on-the-job training relevant to your application (*optional*)
- Details of specific professional qualifications relevant to your application (*optional*)

**Application questions (up to 4000 characters each):**

- Please tell us about why you are interested in this role, and in working with Community Land Scotland.
- Please give details of your abilities, skills and experience which you feel are relevant to the position. Explain how these align to the essential and desirable criteria detailed in the person specification.



- Community Land Scotland's values are Advocate, Bold, Creative, Inclusive, Trust and Resilience. Can you provide an example of how you've demonstrated alignment with Advocate and Inclusive in either your personal or professional life by answering the following questions:
  - Can you give an example where you have shared your experience and knowledge to help others – what was your experience / knowledge, how did you share it and how did it benefit the other person / group?
  - Can you give an example where you have adapted your style and communications to support colleagues or members with different needs or backgrounds. What were their specific requirements and how did you adapt?

**Additional information (these answers will not be visible to hiring manager at shortlisting stage):**

- How did you first hear about this position?
- Please indicate your current work authorisation status for employment in the UK.
- Have you ever been convicted of any criminal Offences which are not yet spent under the Rehabilitation of Offenders Act 1974?
- In you were invited to an interview would you have any special requirements?

**Equality & Diversity Questionnaire:**

*All questions in this section are optional. This section will be detached from your application and anonymised upon receipt.*

- Marital status
- Cultural and ethnic origin
- Gender
- Gender identity
- Sexual orientation
- Do you consider yourself disabled as described by the Equality Act 2010?
- Age range

**If you have any questions about the application process, please contact the hiring manager listed on the job advertisement, or [meg.taintor@communitylandscotland.org.uk](mailto:meg.taintor@communitylandscotland.org.uk).**

