#### APPLICATION FORM – ASPIRING CHIEF EXECUTIVE

Please complete this form electronically

## **PART A: PERSONAL INFORMATION**

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| --- | --- | --- | --- |
| Surname (block capitals) |       | Title: |       |
| Preferred first name |       |
| Names in full (block capitals) |       |
| Phone (for us to contact you) |       |
| Email: |       |
| Current Youth Zone |       |

#### PART B: EMPLOYMENT HISTORYStarting with your current/most recent employment.

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| --- | --- | --- | --- |
| DatesStart & Finish | EmployerName & Address | Job Title, Main ResponsibilitiesMajor Achievements | Reason for Leaving |
|       |       |       |       |

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### **PART C: PERSONAL PROFILE** Please summarise why you believe you are a suitable candidate for the Aspiring Leaders Programme. Please expand on experience to date **(Limit of 200 words)**

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**PART D: INFORMATION TO SUPPORT YOUR APPLICATION**

Please answer the questions below:

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| **Please outline your experience in managing a staff team, including the number of direct reports and the diversity of the teams**      **Please detail your budget management experience**     **Young People First -**  **What are your ambitions for young people?**     **Excellence - Please give an example of how you feel you are a ‘self-starter’ and are able to source new business opportunities**      **Collaboration - How do you influence a person’s beliefs, attitude and behaviours to achieve a particular outcome? Please give an example**.      **Respect - Please give an example of how you develop trust within your team and with external parties?**      **Ambition - Please detail your career aspirations.**      |

**PART E: EQUALITY, DIVERSITY & INCLUSION**

The strength of OnSide Youth Zones comes from the diversity of the people within our vibrant network. We are proud that our Youth Zone teams reflect the communities they serve, and we value people working together from a range of different backgrounds locally and nationally, and with different experiences, all with a shared passion for boosting the aspirations of young people across the country. Diversity brings innovation, fresh ideas and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themself and thrive.

OnSide are committed to the standards of fairness, respect, equality, diversity, inclusion and engagement.

**If you were accepted on the programme, you would be required to sign up to the following eight leadership principles to address the diversity deficit in charity leadership. These will be addressed throughout the programme.**

1. Acknowledge that there is a problem with racial diversity and other aspects of diversity in the charity sector as a whole and commit to working to change that.
2. Recognise the important role leaders have in creating change by modelling positive behaviour and taking action.
3. Learn about racial and other potential diversity bias and how it impacts leadership decisions.
4. Commit to setting permanent and minimum targets for diversity that reflects the participants, donors, beneficiaries and the population of the area that my charity operates in.
5. Commit to action and invest resources, where necessary, in order to improve diversity in your organisation.
6. View staff as the sum of many parts rather than a single entity and recruit to build a diverse group of talented people collectively working towards a shared vision.
7. Recruit for potential, not perfection.
8. Value lived experience, the ability to draw from one’s lived experience and to bring insights to an organisation that can develop its work.

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| **Please outline how you demonstrate each of the following standards and how they link with your personal values. (Limit 200 words per standard):****Fairness**      **Respect**     **Equality**      **Diversity**      **Inclusion**     **Engagement**       |

**PART F: COMMITMENT TO DEVELOPMENT**

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| **The purpose of the programme is to grow senior leadership across the Network. Candidates who are willing to be geographically mobile may be given preference**. If you are based outside London and were accepted on the programme, would you consider a placement in a London based Youth Zone? Similarly, if you are based in London and were accepted on the programme, would you consider a placement in a Youth Zone outside London?Yes/No**If you were accepted on the programme which of the following Youth Zones would you be prepared to do a placement in for up to 6 months if it became available? (Please select all Youth Zones that apply)**Blackburn Youth Zone [ ] Bolton Lads & Girls Club [ ] Carlisle Youth Zone [ ] Future Youth Zone Barking & Dagenham [ ] HideOut Youth Zone East Manchester [ ] Inspire Youth Zone Chorley [ ] Legacy Youth Zone Croydon [ ] Mahdlo Youth Zone Oldham [ ] Manchester Youth Zone [ ] The Hive Wirral Youth Zone [ ] The Way Youth Zone Wolverhampton [ ] Warrington Youth Club [ ] Wigan Youth Zone [ ] Unitas Youth Zone Barnet [ ] **Where would you be prepared to apply for a promotion if one came up in the Network? (Please select all Youth Zones that apply)**Blackburn Youth Zone [ ] Bolton Lads & Girls Club [ ] Carlisle Youth Zone [ ] Future Youth Zone Barking & Dagenham [ ] HideOut Youth Zone East Manchester [ ] Inspire Youth Zone Chorley [ ] Legacy Youth Zone Croydon [ ] Mahdlo Youth Zone Oldham [ ] Manchester Youth Zone [ ] The Hive Wirral Youth Zone [ ] The Way Youth Zone Wolverhampton [ ] Warrington Youth Club [ ] Wigan Youth Zone [ ] Unitas Youth Zone Barnet [ ] **Have you discussed your application with your Chief Executive?**Yes/No |

