



Hailsham
TOWN COUNCIL

Hailsham Town Council

CONFIDENTIAL

APPLICATION FORM

Position applied for: **Human Resources Manager**

Notes for Completion:

- 1 Please type into the form
- 2 Additional sheets may be attached where necessary
- 3 Please note CVs will not be considered
- 4 Please complete **all** sections, please note that the equal opportunities form is optional.
- 5 **Please return by email to enquiries@hailsham-tc.gov.uk**
- 6 The closing date for applications is **4pm on Monday 29th June 2026**
- 7 Interviews are expected to take place Friday 10th July 2026

1. Personal Details

Surname	Telephone Number (mobile)
Forename(s)	Telephone Number (Home)
Address	E-Mail Address
.....	
.....	
Post Code.....	

Holiday Commitment - Please give details of any holiday commitment you have over the next 12 months (if known):

Job Title:	
Present salary and allowances:	
Date started:	Period of notice required:
Main duties:	

5. Previous Employment (Please list your previous two employers and any other relevant employment)

Dates		Name & Address of Employer	Job Title	Annual Salary	Reason for Leaving
from	to				

6. Information in Support of your Application

Notes

We have listed the criteria from the Person Specification. Please make reference to your experience, training and knowledge.

Please explain why you are applying for this vacancy

Educational Qualifications (Essential) CIPD Qualified Human Resources Manager, with a minimum Level 5 qualification in HR focus (as opposed to Learning and Development), Detailed knowledge of current employment legislation, Commitment to further professional development, Commitment to regular update training:

Management (Essential) Proven Human Resources Management experience, Ability to lead, inspire, encourage collaboration and making assertive decisions, Ability to provide guidance and advice to enable, motivate and develop staff, demonstrating empathy and understanding of colleagues' feelings and motivations, an ability to prioritise work, set targets, achieve positive outcomes and delegate effectively.

Communication Skills (Essential) Strong communication and interpersonal skills for effectively managing employee relations and fostering a collaborative work environment, Excellent oral, written and email communication skills, including an ability to relate to, and communicate with councillors, staff, public and external agencies, The proven ability to mediate and resolve conflicts fairly and effectively.

Knowledge and Experience (Essential) In depth experience in Human Resources advice or management, including at post level 5 qualification, Experience of working in an office environment with conflicting demands, Experience of drafting and implementing policies and providing advice to a broad range of colleagues including senior managers, Understands different perspectives & approaches across the business of the council, and the theories that underpin them, in order to create ways forward for the delivery of HTC's strategic plan and to align HR goals with business objectives, Is able to demonstrate being up to date with employment law best practice and workplace policies to help protect employees from harm and friction. Has knowledge and experience and is therefore able to assess and recommend courses of action on complex HR issues, Experience of working in some distressing or emotional circumstances, dealing with welfare issues, long term sickness, redundancy, grievance and discipline:

Skills (Essential) Adept at resolving conflicts and addressing employee concerns in a constructive manner, An ability to work under pressure with changing priorities and timescales, An ability to take the initiative and devise creative solutions, Is able to demonstrate a positive, flexible and enthusiastic approach, working alongside the Central Management Team work programmes to ensure delivery of the service, The ability to maintain high ethical standards and handling sensitive information with integrity, Ability to analyse data for reporting and decision making, dealing with complex facts and situations requiring analysis, interpretation & the comparison of a range of options:

Information Technology (Essential) IT literate with experience and practical ICT skills including in Microsoft Office packages (especially Excel and Word), social media and the internet, Knowledge of data protection and best practice to keep sensitive information safe:

Other: Prepared to work out of office hours in order to attend Council meetings, Council business, Ability to operate with complete impartiality in a political environment:

Anything else you would like to tell us. (You do not need to fill this in):

7. Training

Please give details of any courses you have completed which you think are relevant to this post:

8. Interests, Hobbies, Sports

Please give brief details of your interests outside work, including membership of clubs and any voluntary work you undertake which may be relevant to this post

9. Other Information

Do you hold a current Driving Licence? Y / N **Please note that it is a desirable criteria for the post of Human Resources Manager to hold a current driving licence**

What kind of licence is it? Provisional Full HGV

Do you have regular use of a vehicle? Y / N

Please give details of any penalty points and/or driving ban in the last five years

How did you learn of this vacancy?

Social media Noticeboard

Word of mouth Linked In

Job website Which one?

Other Please specify

10. Interview Arrangements

If you need any reasonable adjustments to be made in order for you to be interviewed for this position at our premises, please give details

11. **References** please ensure your references are in a position to respond promptly. It is our policy to contact ALL named referees after a conditional offer has been made.

Personal Reference	Employer's Reference
Name:	Name:
Address:	Address:
Email Address:	Email Address:
Telephone number:	Telephone number:
Occupation:	Occupation:
May we contact prior to interview Y / N	May we contact prior to interview Y / N

12. **Declarations/Code of Conduct**

Are you related to any Councillor or Employee of this council? Y / N

If YES, please give details:

I understand that canvassing of Councillors or Officers, directly or indirectly, will disqualify my application

Right to work in UK

Are you legally entitled to work in the UK? Y / N

We will require evidence of this prior to commencing employment

Criminal Record

Have you ever been convicted of a criminal offence? Y / N

Declaration subject to the Rehabilitation of Offenders Act 1974

If YES, please give details:

PLEASE NOTE: If it comes to light that you have a conviction or other record which you have not declared then any offer of employment may be withdrawn, or if you have already started working for the Council, this could result in disciplinary action or dismissal.

Data Protection

The Data Protection Act 2018 (“the Act”) sets out certain requirements for the protection of your personal information against unauthorised use or disclosure. The Act also gives you certain rights. Except to the extent, we are required or permitted by law, the information which you provide in this application form and any other information obtained or provided during the course of your application (“the information”) will be used solely for the purpose of assessing your application. If your application is unsuccessful or you choose not to accept any offer of employment we make, the information will not be held for longer than is necessary, after which time it will be destroyed, although relevant information will be retained in the longer term to facilitate our equal opportunity monitoring. If your application is successful, the information will form part of your employment file, and we will be entitled to process it for all purposes in connection with your employment. So that we may use the information for the above purposes and on the above terms, we are required under the Act to obtain your explicit consent. Accordingly, please sign the consent section below.

I CONSENT TO MY PERSONAL INFORMATION BEING USED FOR THE PURPOSES AND ON THE TERMS SET OUT ABOVE.

Signed (electronic signature accepted):.....Date:.....

Declaration

I confirm that the information given on this application form is, to the best of my knowledge and belief true and complete in all respects. I understand that should I have deliberately made a false or misleading statement on this form deemed to be a deliberate attempt to deceive will disqualify the application or, if already in post, will result in the employment being terminated.

Signed (electronic signature accepted):.....Date:.....

Please return by email to enquiries@hailsham-tc.gov.uk

The closing date for applications is **4pm on Monday 29th June 2026**

If you wish to complete it, please also return the optional Equal opportunities recruitment monitoring form.



Hailsham Town Council

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OPTIONAL Equal opportunities recruitment monitoring form

Hailsham Town Council is committed to equal opportunities in employment and seeks to ensure that no candidate is treated less favourably on the grounds of age, race, colour, ethnic origin, sex, marital status or disability. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this but filling in this form is optional. The information you provide will stay confidential. The information you provide is used solely for monitoring purposes. It will be treated as confidential and will not be taken into account during the shortlisting and selection process.

Gender Man Woman Non-binary Prefer not to say

If you prefer to use your own term, please specify here

Are you married or in a civil partnership? Yes No Prefer not to say

Age 16-24 25-29 30-34 35-39 40-44 45-49
50-54 55-59 60-64 65+ Prefer not to say

What is your ethnicity? Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

White

English Welsh Scottish Northern Irish Irish British Gypsy or Irish Traveller
Prefer not to say Any other white background, please write in:

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African White and Asian Prefer not to say
Any other mixed background, please write in:

Asian/Asian British

Indian Pakistani Bangladeshi Chinese Prefer not to say
Any other Asian background, please write in:

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say Any other Black/African/Caribbean background, please write in:

Other ethnic group

Arab Prefer not to say Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

Yes No Prefer not to say

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

What is your sexual orientation?

Heterosexual Gay woman/lesbian Gay man Bisexual Prefer not to say If you prefer to use your own term, please specify here

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish
Muslim Sikh Prefer not to say If other religion or belief, please write in:

What is your current working pattern?

Full-time Part-time Prefer not to say

Do you have caring responsibilities? If yes, please tick all that apply

None Primary carer of a child/children (under 18)

Primary carer of disabled child/children

Primary carer of disabled adult (18 and over) Primary carer of older person

Secondary carer (another person carries out the main caring role)

Prefer not to say

I understand that this information may be stored confidentially and processed as part of the Town Council's monitoring of equal opportunities only in accordance with its obligations under the Equality Act. In returning this form I give my consent to my details to be used for this purpose.

Thank you for your co-operation.