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| A close-up of a sign  Description automatically generated  **Watch Manager (B)**  **Shortlisting evidence Template** | |
| **Please complete the form below in FULL adhering to the 500-word limit for each of the shortlisting criteria (i.e. max of 2000 words). Then save in a Word document format and upload to the ‘supporting evidence’ section of the online application.**  **Please note that for shortlisting purposes we will be removing ‘Name’ and ‘National Insurance number’ and each candidate will be provided with a candidate number for anonymised shortlisting.**  **For any queries please contact** [**recruitment@southwales-fire.gov.uk**](mailto:recruitment@southwales-fire.gov.uk) **or for internal queries, please contact us via 24/7** | |
| **Full Name:** |  |
| **National Insurance Number:** |  |
| **Anonymised Candidate Number (to be completed by FRS HR team)** |  |
|  | |
| **Shortlisting Criteria 1:** Please provide an example of when you have been proactive in contributing to change. | |
|  | |
| **Shortlisting Criteria 2:** Please detail your experience of operational incident management. | |
|  | |
| **Shortlisting Criteria 3:** Please demonstrate how you have been responsible for inclusion and encouraging different points of view. | |
|  | |
| **Shortlisting Criteria 4:** Please provide an example of when you have personally supported and coached someone to aid their development. | |
|  | |
| **Closing date – Midday 31st March 2025** | |