August 2025

Dear Applicant,

# Re: Warwickshire VCSFE Community Integrator Programme Officer

Thank you very much for your enquiry about the above post. Please find attached an application pack consisting of:

1. About Warwickshire CAVA and What We Can Offer You
2. Guidance notes for completing the application form as well as

* The personal details form
* An equal opportunity monitoring form
* The main application form

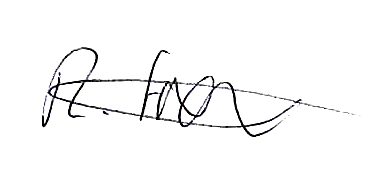
The Job Description and Person Specification is available under the specific role you are applying for.

## The closing date for applications is Friday 5th September 2025 at 9am. Completed applications may be returned via email to [recruitment@wcava.org.uk](mailto:recruitment@wcava.org.uk) or posted to Warwickshire CAVA’s Warwick District office as detailed on the final page of the application form.

## Interviews will take place on Monday 22nd September 2025.

We look forward to receiving your application and thank you for your interest.

Yours sincerely



Rebecca French, Assoc CIPD

HR Officer

# Warwickshire VCSFE Community Integrator Programme Officer

# Job Description

Post Title: Warwickshire VCFSE Community Integrator Programme Officer Report to: Area Manager Mid/South

Responsible for: TBD

Line Management: Area Manager (Mid & South) Location: Leamington Spa

Hours: 21 hours per week

Position: Fixed Term Contract for 24 months

# Job Purpose:

* To facilitate the promotion and development of the ICB’s Community Integrator Programme through place and neighbourhood-based activities, by encouraging VCSE alignment to this through engagement with the place partnerships, the VCFSE and external partners.
* To act as a conduit for community needs as identified within place and neighbourhood based collaborative working.

# Main Duties and Responsibilities:

* + To attend and contribute to regular place meetings as required, such as site-specific working groups and Place governance.
  + Support the development of VCFSE activities within place and neighbourhood workstreams.
  + Support the development of Integrated Care Board (ICB) programmes delivered across Warwickshire at Place(s) and neighbourhood level.
  + Work with individuals, including those with support needs and underrepresented groups and in line with place strategy support local alignment.
  + Deliver ongoing engagement with the VCFSE at place and neighbourhood level, coordinating events, updates, and consulting with the sector on place priorities.
  + Support the place activity rollouts, engaging new cohorts, volunteers, and place stakeholders.
  + Support alignment and joined up working of place and neighbourhood delivery with the ICS VCSE Collaborative.
  + Provide accurate data and reports aligned to local issues and priorities.
  + Identify VCSE intelligence on behalf of places and neighbourhoods for the Community Involvement Network and VCFSE Collaborative.
  + Monitor progress of volunteering opportunities implemented by places.
  + Help with setting up and monitoring and evaluation processes as per needs of place and neighbourhood activities.
  + Promote places and neighbourhoods through development and distribution of effective promotional material, coordination and attendance at appropriate events, insertion in relevant newsletters and websites.
  + Align with campaign weeks in conjunction with the marketing and comms strategies for places and compliment campaigns from the VCFSE Collaborative.
  + Support the development of Employer Supported Volunteering (ESV) particularly across place governance.
  + Work with CAVA colleagues and external organisations to maintain and further develop forums in which best practice is promoted.
  + Maintain records and provide monitoring reports as required.
  + Meet the Key Performance as required.

# General:

* + Participate in individual supervision sessions with the line manager.
  + Attend and contribute to regular place and neighbourhood team meetings.
  + Undertake relevant training agreed with the line manager.
  + Report under the agreed performance management system to the line manager.
  + Ensure that the under-represented groups have access to CAVA services offered by the post.
  + Ensure long term sustainability of the post through developing strategic relationships.
  + Comply with CAVA’s work programme, policies, and procedures.
  + Partake in CAVA events including AGMs and Open Days.
  + Undertake additional duties occasionally, commensurate with the grading of this post.

# PERSON SPECIFICATION – Warwickshire VCSFE Community Integrator Programme Officer

**The successful candidate will need to demonstrate:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CRITERIA** | **E or D = Essential or Desirable** | **Assessed:**  A = Application form I = Interview  T = Test at Interview | | |
| **WORK EXPERIENCE** |  | A | **I** | **T** |
| Demonstrable experience in community engagement and development, particularly within the Voluntary, Community, and Social Enterprise (VCSE) sector. | E | √ | √ |  |
| Proven track record of facilitating partnership working and collaboration with external stakeholders. | E | √ | √ |  |
| Experience in supporting underrepresented groups and individuals with support needs, fostering inclusive practices. | D | √ | √ |  |
| Experience in monitoring and evaluating project progress, ensuring alignment with strategic objectives. | E | √ | √ |  |
| Experience in contributing to and participating in regular meetings and working groups. | E | √ | √ |  |
| **QUALIFICATIONS/KNOWLEDGE** | | | | |
| Strong understanding of local issues and priorities within  Warwickshire place. | D | √ | √ |  |
| Proficient in data analysis and reporting, with the capability to  provide accurate reports aligned with local priorities. | D | √ | √ |  |
| Proficiency in Microsoft Office suite and other relevant software for  data management and reporting purposes. | D | √ | √ |  |
| **SKILLS AND ABILITIES** | | | | |
| Excellent communication and interpersonal skills, with the ability  to engage effectively with a diverse range of stakeholders. | E | √ | √ |  |
| Ability to organise and coordinate events, consultations, and  engagement activities. | E | √ | √ | √ |
| Ability to manage multiple projects simultaneously and deliver outcomes within agreed timelines. | E | √ | √ |  |
| Ability to work collaboratively within multidisciplinary teams and  foster productive working relationships. | E | √ | √ |  |
| Friendly, approachable and objective both within partnership  working and as a team-member. | E | √ | √ |  |
| Ability to write and keep accurate clear and concise reports. | E | √ | √ |  |
| Flexibility to work out of normal office hours i.e. evenings & weekends as required. | E | √ | √ |  |
| Driving licence and access to a car for work purposes | E | √ | √ |  |

About CAVA

CAVA is the local Voluntary, Community and Social Enterprise (VCSE) Sector Infrastructure Organisation for Warwickshire and Solihull, providing vital support to the volunteers, groups, organisations, social enterprises and charities who are working to strengthen all of our communities.

Every year our dedicated teams of staff and volunteers help lever in significant investment into the area. In 2020/21 the collective value of funding secured for VCSE sector and volunteering opportunities accessed was worth just under £5m to the local economies of Warwickshire and Solihull.

We are committed to providing all of our services locally and accessibly. Whether a group or individual need support accessing volunteering opportunities, developing a community group, accessing funding or strengthening governance, we have a local office and dedicated team within easy access.

During the recent pandemic, CAVA played a significant role in delivering Covid support projects within the local community such as Targeted Testing and Vaccination Programme volunteering projects.

CAVA has recently successfully tendered for the Warwickshire County Council Voluntary, Community and Social Enterprise Support Service contract for 3 years from 1st April 2022. The Solihull Metropolitan Borough Council Infrastructure Support contract has also been extended for a further two years from 1st April 2022.

Further details about CAVA can be found on our website <https://www.wcava.org.uk/>

What our staff say about working at CAVA:

*“Being part of a team who work well together and are supportive of each other professionally and personally. Also varied nature of my role and great work/life balance. I also really appreciate the good holiday allowance, sickness terms etc.”*

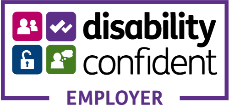
*“The variety of the job, the office environment, good team working and opportunities for development I also appreciate the opportunities I have to be creative in terms of being able to suggest new ideas/projects etc.”*

*I love the vibrant environment of working with people who are a passionate about the sector as I am. I always feel like I am treated as a 'whole person' not just an employee. I always do and always have loved worked for WCAVA. Teamwork is always positively encouraged and respected and as such, 'We' make a very strong team”*

*“Having worked for several organisations over the years, WCAVA is by far the best employer I have worked for”*

*“The atmosphere in the organisation - one which is understanding, flexible, adaptive, inclusive, and interested in people (both its' customers/clients, and employees and volunteers) - makes working for WCAVA a joy and a privilege”*

<http://www.wcava.org.uk/reports-and-publications>



#### What We Can Offer You

The following are just some of the benefits that CAVA offers its employees:

**Annual Leave –** 26 days plus bank holidays plus an extra day for each completed holiday year of service to a maximum of 5 additional days after five holiday years of service.

**Employee Development –** Active encouragement not only to assist performance in the current role but also for the benefit of personal development.

**Flexible Working –** A range of options e.g. Term time working – available for all employees.

**Health and Well Being Initiative –** Annual health & wellbeing day and regular health promotion emails and blogs.

**Pension –** Minimum 5% employee contribution and 3% employer contribution, with an ethical investment policy option.

**Sick Leave and Pay –** WCAVA sick pay and leave entitlement ranges from 1 week full pay and 1 week half pay during probation to 8 weeks full pay and 8 weeks half pay for employees with over two years’ service.

**Unpaid Leave –** In addition to paid leave for example to accommodate special family trips or to assist with childcare.

**Compassionate Leave –** Paid leave of absence up to a maximum of 10 days for compassionate reasons.

**Dependent Care Leave –** Paid leave of absence up to 3 days per occasion and up to 10 days in exceptional circumstances with the approval of the CEO.

GUIDANCE NOTES FOR COMPLETING THE APPLICATION FORM

**To have the best chance of success:**

* Tailor your application of the job advertised focusing on the **PERSON SPECIFICATION**.
* Explain how you meet each of the criteria, by providing information about and examples of your skills and experience gained. This may be in paid employment, as a volunteer or within your personal capacity.
* Answer each point in detail – **the recruitment panel cannot guess or make assumptions**. For example, it is not enough to say `I am well organised’ – you need to explain how you organise yourself.
* Remember that the short listing panel are seeking to appoint the applicant who best meets the criteria specified in the person specification in accordance with equal opportunities

**Please do not send a CV or an additional letter, as it will not be considered when short listing takes places.**

**Please write clearly and concisely, using black ink or type.**

# Equal Opportunities

WCAVA is committed to being an Equal Opportunities employer, therefore, please do not add your name to any part of the main application form. The short-listing panel will not see the information provided by you on the personal details and the monitoring forms.



**VACANCY APPLIED FOR: *Warwickshire VCSFE Community Integrator Programme Officer***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Personal Details Form**  **NB: PLEASE COMPLETE IN BLACK INK OR TYPESCRIPT.** | | | | | |
| Surname(s): |  | | | | |
| Forename(s): |  | | | | |
| Home Address: |  | | | | |
| Post Code: |  | | | | |
| Home Tel. No. |  | Mobile Tel. No | |  | |
| Work Tel. No. |  | May we contact you there? | | | Yes  No |
| Email Address: |  | | | | |
| National Insurance No. |  | | | | |
| We are obliged under the Immigration, Asylum and Nationality Act, 2006 to verify that all candidates are entitled to work in the UK. Are you entitled to work in the UK?  Yes  No  (Original documentation confirming your entitlement to work in the UK will be required) | | | | | |
| **References**  Please give below the names and addresses of two referees who have known you for a minimum of six months, one of whom should be your present or most recent employer.  References will be taken up for all shortlisted applicants, ideally, prior to interview. | | | | | |
| **First Referee:**  Professional  Personal | | | **Second Referee:**  Professional  Personal | | |
| Name: | | | Name: | | |
| Position held: | | | Position held: | | |
| Address: | | | Address: | | |
| Email Address: | | | Email Address: | | |
| Can WCAVA contact your first referee  Prior to interview? Yes No  Prior to offer? Yes No | | | Can WCAVA contact your second referee  Prior to interview? Yes No  Prior to offer? Yes No | | |
| **Declaration**  I declare that to the best of my knowledge the information given throughout this form is correct and truthful:  Signed:       Date: | | | | | |

# VACANCY APPLIED FOR: *Warwickshire VCSFE Community Integrator Programme Officer*

# Monitoring Form

WCAVA is committed to being an Equal Opportunities organisation and would like to monitor the effectiveness of its Equal Opportunities Policy in the recruitment and employment of staff. We would find it helpful to receive some additional information from you to ensure we are not discriminating under the Equality Act 2010. This form will be separated from your main application form on arrival and your name and address will not be seen by the selection panel.

All of the information collected in the main part of the application form is necessary and relevant to the performance of the job applied for. We will use the information provided by you on this form, by the referees you have noted, and the educational institutions with whom we may undertake to verify your qualifications with, for recruitment purposes only. CAVA will treat all personal information with the utmost confidentiality and in line with current data protection legislation. We rely on the lawful basis under Article 9 (2) (b) that processing is necessary for the purposes of the legitimate interests of the employer regarding the information provided in both parts of these forms.

Should you be successful in your application, the information provided, and further information which will be gathered at the relevant time, will be subsequently used for the administration of your employment. . If you are unsuccessful the information will be held securely and destroyed after a period of 12 months as this may be required in relation to any legal challenge which may be made regarding our recruitment practices.

For more information on how we use the information you have provided, please see our privacy notice – <http://www.wcava.org.uk/privacy-policy>

**Gender**

Male Female Intersex Non-binary Prefer not to say If you prefer to use your own term, please specify here

**Disability**

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?

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’ please discuss this with the manager running the recruitment process

**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 specify:

**Mixed/multiple ethnic groups**

White and Black Caribbean White and Black African White and Asian Prefer not to say

Any other mixed background, please specify:

**Asian/Asian British**

Indian Pakistani Bangladeshi Chinese Prefer not to say

Any other Asian background, please specify:

**Black/ African/ Caribbean/ Black British**

African Caribbean Prefer not to say

Any other Black/African/Caribbean background, please specify:

**Other ethnic group**

Arab Prefer not to say

Any other ethnic group, please specify:

**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 specify:

**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 sexual orientation?**

Heterosexual Gay Lesbian Bisexual Prefer not to say

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

**Where did you see this post advertised?**

WCAVA locality office window WCAVA Website Direct contact from WCAVA Facebook

Twitter Linkedin Indeed WMJobs  Charity Jobs Other (please specify)

**Any comments on the pack/process as a whole – what did you like / dislike?**

Thank you for your comments – you will help us to improve our future application process.

By providing the information requested on this form, you are giving your consent that it may be processed and handled under the Principles of Data Protection as detailed in the Data Protection Act 1998, the General Data Protection Regulations (EU 2016/679) (UK GDPR) and any subsequent legislation as appropriate for the purposes of Equal Opportunities monitoring.

## Our Privacy Policy – <http://www.wcava.org.uk/privacy-policy>

## Sensitive Personal Data Consent Form

WCAVA must obtain consent to hold and use personal information about individuals that could be considered sensitive such as age, racial or ethnic origin, political opinions, religious belief, trade union membership, physical or mental health condition, sexual life. The Data Protection Act prohibits the processing of sensitive data except in specified circumstances for example equal opportunities monitoring, It is only in this sensitive area that WCAVA wishes to monitor in order to assess the effectiveness of its equal opportunity policy and reduce the possibility of discrimination occurring.

Please sign below to give your consent:

I understand that this information will be used only for the purpose set out above and my consent is conditional upon WCAVA complying with the obligations under the Data Protection Act 1998, the General Data Protection Regulations (EU 2016/679) and any subsequent legislation as appropriate.

Signed:

Name: (BLOCK CAPITALS)       Date:

**MAIN APPLICATION FORM**

PLEASE COMPLETE AND EMAIL TO [recruitment@wcava.org.uk](mailto:recruitment@wcava.org.uk) BY **05/09/2025** AT **9AM.** WE **DO NOT** CONSIDER CVs.

**1.EDUCATION AND TRAINING (Sight of certificates may be required before appointment)**

|  |  |  |
| --- | --- | --- |
| **School / College /**  **University** | **Qualifications** | **Grade** |
|  |  |  |

**2. PROFESSIONAL, TECHNICAL OR MANAGEMENT QUALIFICATIONS**

**(Sight of certificates may be required before appointment)**

|  |  |
| --- | --- |
| **Professional/Technical/**  **Management Qualifications** | **Course Details** |
|  |  |
| **Membership of any Professional/Technical Associations – Please state level of membership** | |

**3. TRAINING AND DEVELOPMENT**

Please give details of any training and development courses or non-qualification courses that support your application. Include any on the job training as well as formal courses.

|  |  |
| --- | --- |
| **Title of Training Programme or Course** | **Duration of Course** |
|  |  |

**4. PRESENT EMPLOYMENT**

|  |
| --- |
| Name of Present Employer:    Address of Present Employer:  Job Title:  Date of Appointment: |
| Brief details of current duties and responsibilities: |

**5. PAST EMPLOYMENT (MOST RECENT FIRST)**

|  |  |  |
| --- | --- | --- |
| Employer | Position | Dates  From & to |
|  |  |  |

**6. GAPS IN EMPLOYMENT OR TRAINING**

Please indicate and explain any gaps since leaving secondary education.

|  |  |
| --- | --- |
| Dates | Reason |
|  |  |

**7. PERSONAL STATEMENT**

Please use this section to explain how you meet the requirements of the Job Description and Person Specification. If you are or have been involved in voluntary/unpaid activities, please also include this information in support of your application. Attach and label any additional sheets used.

1. Experience

**B. Knowledge**

**C. Skills**

**D. Personal Attributes**

8. OTHER INFORMATION

|  |
| --- |
| Do you hold a current driving licence? YES NO  If so, please detail what type, for example ‘full’, ‘provisional’, etc    If required, are you prepared to use your own transport for work purposes? YES NO |

**9. DECLARATION OF CRIMINAL RECORDS**

If shortlisted for interview, you will be required to complete a form providing details of any criminal convictions as this post is exempt from the Rehabilitation of Offenders Act 1974.

Please email the completed application form to [recruitment@wcava.org.uk](mailto:recruitment@wcava.org.uk) but should you wish to return it by post, please mark the envelope:

“Private & Confidential – Warwickshire VCSFE Community Integrator Programme OfficerJob Application”

Rebecca French, Assoc CIPD

HR Officer

WCAVA

Warwick District Office

4 & 6 Clemens Street

Leamington Spa

CV31 2DL

If you choose to return the completed application form by post please email HR on the above email address to inform them.