

## Black and Asian Leadership Initiative (BALI) Application Tips

### Information about the shortlisting panel

- The panel shortlists blind, for example, names and gender identification are removed. Your application will be assessed against the questions asked and benchmarked to ensure short-listing consistency.
- We have put together some application tips that are designed to support candidates based on some of the common areas for improvement in previous short-listing for BALI.

### Application Tips

- Do read the questions and make sure you answer all parts of them.
- There is a word limit of 500 words per question so - not too little, not too much.
- We are not looking for a CV. We want to understand about you and your journey to date. People often have career paths that link to personal learning, are driven by particular issues or sometimes careers evolve. It's your story we are interested in.
- It's a good idea not to cut and paste information into your application without checking it for relevance and accuracy.
- Please use spellcheck and take time to re-read your application to sense check it.
- Remember we don't know you! Don't assume we know the details of projects you have done.
- Do tell us about the breadth of your role, particularly your current role. Partners you work with within your organisation and beyond it. We don't need a list or bullet points from your job description.
- We want to know why you want to attend BALI rather than any other leadership programme. We want to hear what you hope to gain and also what you have to bring to the group. This helps us balance groups and design content to support everyone attending BALI.
- To help us tailor content we need to understand what the scope, size and scale of your current role is. We don't know how many children, young people or adults you are responsible for, how many staff you have responsibility for or how much budget you are responsible for. You may have direct or indirect responsibility for some of those things, for example you may not have large budget responsibility, but you might know about the costs that shape the work you do to contribute to wider budget plans.
- It's good not to repeat information in your application. If you've said it once you don't need to repeat it in an answer to a later question.
- Don't short change yourself by using acronyms that we might not know. State the full name first, use brackets for the acronym then subsequently use the acronym in your application.
- Be positive in your application about what you would like to do next in your career. You may be at a decision-making crossroads or determined to pursue promotion. We want to help you think about the options open to you and sometimes people do choose a different path when they have done BALI.

**We hope these tips are helpful and look forward to receiving your application for BALI.**