**Conditions of Service**

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| **Post** | Commercial Manager |
| **Employment status** | Permanent |
| **Grade** | Pay Band L |
| **General** | The conditions in the National Joint Council for Local Authority Services (Green Book) will apply. |
| **Hours of work** | 36 hours per week |
| **Salary** | £40,221 to £41,418. |
| **Medical** | The successful applicant will be required to complete a medical questionnaire and may also be required to undergo a medical examination. |
| **Training** | Volair Ltd encourages training and development for all employees. |
| **Pension** | If eligible you will be automatically enrolled into the National Employment Savings Trust. |
| Politically restricted post | This post is considered to be politically sensitive and falls under the terms and conditions of Politically Restricted Posts. |
| Disclosure | The post is subject to a Disclosure & Barring Service check. You must ensure that you complete Section 8 of the application form. If you fail to do so your application will not be considered. Having a criminal record will not necessarily prevent you from being appointed to the post. |

# Exempted posts – Disclosure & Barring Service (DBS) disclosure

Voalir Ltd aims to promote equality of opportunity for all with the right mix of talent, skills and potential. We welcome applications from diverse candidates.

Certain posts are subject to a Disclosure & Barring Service check due to the nature of the work being undertaken. All candidates who are successful at interview for one of these posts will be asked to complete an application form for a ‘disclosure’ check by the Disclosure & Barring Service before the appointment is confirmed.

Whilst the council supports the rehabilitation of ex-offenders, it is obliged in the recruitment of all employees to use an Exemption Order of the Rehabilitation of Offenders Act 1974 in order to ensure safe recruitment to posts where working with children, vulnerable adults or other positions of trust are involved. If you apply for a post that is subject to a disclosure, you will be advised in the recruitment job pack.

Having a conviction or a record of some type of unacceptable behaviour **would not** necessarily bar you from being appointed to the post as any decision to employ will be considered on the individual circumstances of each case.

Further information about the Disclosure & Barring Service, including how information is assessed in line with the Rehabilitation of Offenders Act 1974 can be found on their website: [www.crb.gov.uk](http://www.crb.gov.uk)

**Safeguarding**

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

* Motivation to work with children and young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours
* Attitudes to use of authority and maintaining discipline