

FOI DOF/2026-0011

Request

Re: IRC313639

- 1). Number shortlisted and number interviewed
- 2). Breakdown of successful and unsuccessful candidates by each panel, including the age and sex categories below
Age categories:
Under 35
35–44
45 and over
Sex (Male/Female/Other).
Current NICS employee Yes/No
- 3). Panel composition -
How many panels were used?
Were all panels given the same scoring guidance?
Please provide any documentation or instructions issued to interview panels on how to score candidates, including guidance on applying the Northern Ireland Competency Framework and any additional criteria or advice provided.
- 4). Vacancy status:
Please confirm whether any vacancies remained unfilled after successful candidates were notified of their interview outcome. If so, how many positions are still vacant and breakdown for each department?

DoF response

I can confirm the department holds some of the information requested.

1. There were 191 candidates invited to interview and 152 who attended interview.
2. The breakdown of successful and unsuccessful candidates by panel and by age, sex category and NICS employment status can be found below.

Please note: Whilst the total number invited to interview was 191, 34 candidates withdrew before interview and 5 did not attend. Figures for those who did not attend are included in the regret - interview figures below.

(i) Age category

PANEL A	46
Regret – Interview	29
< 35	11
35 – 44	10
45 +	8
Successful – Interview	17
< 35	6
35 – 44	7
45 +	4
PANEL B	34
Regret - Interview	20
< 35	8
35 - 44	3
45 +	9
Successful - Interview	14
< 35	4
35 - 44	5
45 +	5

PANEL C	47
Regret – Interview	27
< 35	16
35 – 44	4
45 +	7
Successful – Interview	20
< 35	10
35 – 44	1
45 +	9
PANEL D	30
Regret - Interview	17
< 35	3
35 - 44	4
45 +	10
Successful - Interview	13
< 35	2
35 - 44	5
45 +	6
Grand Total	157

(ii) Gender

Panel A	46
Regret – Interview	29
Female	4
Male	25
Successful – Interview	17
Female	6
Male	11
Panel B	34
Regret – Interview	20
Female	5
Male	15
Successful – Interview	14
Female	4
Male	10

Panel C	47
Regret - Interview	27
Female	3
Male	24
Successful - Interview	20
Female	4
Male	16
Panel D	30
Regret - Interview	17
Female	2
Male	15
Successful - Interview	13
Female	3
Male	10
Grand Total	157

(iii) Current NICS Employee (Yes/No)

Panel A	46
Regret – Interview	29
External	14
Internal	15
Successful – Interview	17
External	2
Internal	15
Panel B	34
Regret – Interview	20
External	5
Internal	15
Successful – Interview	14
External	1
Internal	13

Panel C	47
Regret - Interview	27
External	19
Internal	8
Successful - Interview	20
External	4
Internal	16
Panel D	30
Regret - Interview	17
External	9
Internal	8
Successful - Interview	13
External	1
Internal	12
Grand Total	157

3. Panel composition - How many panels were used?

- There were four panels.

Were all panels given the same scoring guidance?

- **Annex C** Marking Frame was provided to all panel members.

Please provide any documentation or instructions issued to interview panels on how to score candidates, including guidance on applying the Northern Ireland Competency Framework and any additional criteria or advice provided.

- The Marking Frame (**Annex C**) was provided to all panel members, who also received NICS Recruitment & Selection Training

4. Details of the total vacancies in each department is not held centrally by Department of Finance. Each Civil Service department is responsible for managing its resources – both financial and staff. Each department determines its individual workforce needs and is responsible for ensuring that any additional staffing resources are affordable. When a department identifies a vacancy that needs filled, the request is referred to NICS HR to initiate the process to fill the post. NICS HR liaises with all departments on an ongoing basis to seek to prioritise recruitment activity within allocated financial and staff resources.

Successful candidates from this competition were notified of their interview outcome on 29 August 2025. As at the end of August 2025 NICS HR was managing a caseload of 56 vacancies to be filled from Competition IRC313639. At that date no vacancies had been filled from Competition IRC313639. NICS HR determines a vacancy to be filled when a successful candidate takes up post on their agreed start date.

As at the end of December 2025 (the most recent figures available at the date of this request) NICSHR was managing a caseload of 12 vacancies to be filled from Competition IRC313639.

The breakdown of these vacancies by Department is set out in the table below.

IRC313639 Competition Vacancies by Department	
Department	Total
DfC	2
DoF	6
DOJ	3
PPS	1
Grand Total	12