

FOI DOF/2026-0179

Request

RE: IRC322756 - DP Fisheries Officer

1. Criteria of how this was measured and scored
2. Confirmation of how this objective evaluation was completed and if it was carried out individually or together as a panel
3. Can you also provide me please the number of competitions in the last 6 months within DAERA in which shortlisting is carried out using the same format, without any measurable criteria

DoF response

I can confirm the department holds the information requested.

1. Please see attached at Annex C, the scoring matrix that was used for shortlisting.
2. The recruitment policy states that panel members must individually consider each application against each eligibility/shortlisting criteria before attending the sift meeting. The final decision on each application is agreed as a panel.
3. In the last 6 months within DAERA there were 8 competitions that used the same format.

Annex C

Rating	Brief Descriptor	Relation to Job Performance
5	Outstanding	Evidence provided by the candidate consistently exceeded the requirements for effective performance in this post. Answers/examples demonstrated the selection criteria/competences to an exceptional degree.
4	Very Good	Evidence provided by the candidate frequently exceeded the requirements for effective performance in this post. Answers/Examples demonstrated the selection criteria/competences to a very high degree.
3	Good	Evidence provided by the candidate met, and in some cases exceeded, the requirements for effective performance in this post. Answers/examples demonstrated the selection criteria/competences to a high degree.
2	Just below standard	Evidence provided by the candidate only partially met the requirements for effective performance in this post. Answers/examples did not always demonstrate the selection criteria/competences to a satisfactory degree. Continued development is required.
1	Well below standard	Evidence provided by the candidate clearly did not meet the requirements for effective performance in this post. Answers/examples did not demonstrate the selection criteria/competences to a satisfactory degree. A great deal of further development is required.