

FOI DOF/2026-0223

Request

RE: AO competition

1. Please outline the shortlisting process for the above position.
2. What did the 'careful review' as detailed in the email correspondence consist of?
3. Who was involved in the shortlisting process?
4. What criteria was used to assess my self-assessment?
5. Please detail the required threshold.
6. Was Artificial Intelligence used in the screening process? If so, please outline the usage and policy framework to support such usage.
7. How much money was TalentDog paid for running this competition?
8. Please outline the number of applicants, successful applicants, and rejections during the initial expressions of interest screening stage.

DoF response

I can confirm the department holds the information requested.

1. Candidates were asked to complete a role questionnaire for this competition. The top scoring candidates have been invited to the initial 3 days of interviews.
2. The review consisted of:
 - Verification of eligibility (age, right to work).
 - Responses to role questionnaire.
3. There was no shortlisting for this competition. Candidates are being called to interview in score order to fill current vacancies.
4. Self-assessment did not form part of the application process.
5. Candidates were ranked based on their total score; the top scoring candidates progressed to the next stage. Remaining candidates will be placed on a list should further vacancies arise.
6. Artificial Intelligence was not used.
7. This information is being withheld because it is exempt under section 43(2) of the Freedom of Information Act. Section 43(2) protects information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). The disclosure of this

information would, or would be likely to, prejudice the commercial interest of the tenderer in this commercial activity. The application of Section 43(2) in this case requires a Public Interest Test (PIT) to be carried out, which can be found attached separately (Annex C). In carrying out the PIT the department contends that disclosure of the requested material would not be in the public interest.

8. The information you have requested is being withheld as it is exempt under section 22(1) of the Freedom of Information Act. Section 22(1) protects information intended for future publication. Section 22 is a qualified exemption, and I have considered whether the balance of the public interest favours maintaining the exemption in section 22(1) or disclosing the information. By applying Section 22 Exemption of the FOI Act, we are required to carry out a Public Interest Test. This can be found attached as a separate document (Annex D). This information will be published in the near future.