

FOI DOF/2026-0271

Request

RE: IRC325884 - Staff Officer NICS HR, Strategic HR Business Partnering

1. I ask if you can provide the relevant information which documents how all applicants will be treated fairly and that no one applicant is being given an advantage by being in post
2. Can I further ask that confirmation is given that sifting of the application and that the presentation and interview will be conducted by an independent panel, and not made up of members of the current team, who will be familiar with the current TP'd SO, should he or she apply

DoF response

I can confirm the department holds the information requested.

1. I can confirm that this trawl competition will be managed in line with Trawl competition principles as set out in the NICS Career Opportunities & Promotion Policy at Section 9.
Anonymised application forms (without candidate names) will be provided to the selection panel to allow them to undertake the application form sift. Only those candidates who pass the application form sift will be invited to the next stage of the selection & assessment process which is a presentation to the selection panel followed by a competency-based interview.
There is only one vacancy to fill at present so the top scoring successful candidate in the merit order will be selected to fill the vacancy.
2. The same selection panel will conduct both the application form sift and assess candidates at presentation/interview. This would be standard practice in NICS trawl competitions in the NICS.
The selection panel comprises a NICS HR Resourcing staff member and representatives from the business area who hold the vacancy. This would be normal practice in trawl competitions in the NICS. As detailed at response 1, only the candidate who best meets the eligibility criteria and competences being tested at application form sift and presentation/interview will be selected for this role.