

FOI DOF/2026-0443

Request

Re: DP competition IRC313542.

1. How many candidates progressed to interview in the first stage of the competition?
2. How many interview panels were used?
3. How many candidates were interviewed by each panel? Can this be broken down per panel?
4. How many interviewees were:
 - Current NICS employees; and
 - Not currently employed by NICS?
5. How many successful candidates were current NICS employees?
6. What was the gender breakdown (male/female/other, if recorded) of:
 - Interviewed candidates; and
 - Successful candidates?
7. What was the age profile of:
 - Interviewed candidates; and
 - Successful candidates?

Please provide this information in age bands used by the organisation (for example, under 25, 25-34, 35-44, 45-54, 55+).

DoF response

I can confirm the department holds the information requested.

1. 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 C).

2. There were 20 panels used.

3. See below for the numbers of interviews conducted by each panel:

Panel ID	Interviews conducted
1	19
2	23
3	21
4	24
5	24
6	21
7	23
8	18
9	8
10	22
11	21
12	25
13	14
14	23
15	21
16	23
17	22
18	24
19	20
20	8
Grand Total	404

4. – 7. 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 C).