

FOI DOF/2024-0419

Request

Re: Grade 7 competition IRC305560.

1. Please advise how many applications were received.
2. Who has been rejected.
3. Who has progressed through to interview.
4. The names of panel members who made this decision.
5. The scores of all candidates with accompanying panel comments.

Clarification received on 25/09/24:

At this stage I am looking for numbers of applicants, how many applied, how many were rejected. I don't think they would supply individual names of applicants. I do want the names of those staff members who carried out the sift.

DoF Response

I can confirm the department holds the information requested.

1. 24 applications were received for IRC305560.
2. 17 applicants failed to meet all of the eligibility criteria.
3. 7 applicants were invited to interview.
4. The sift panel members were:

Catherine Shannon
Michael Cooke
Colette Heaney
5. The scores of all candidates with accompanying panel comments can be found at Annex B.

Source & Select – Assessment Sift Matrix	RE-SS 1.23a
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Vacancy Name: NICSHR Resourcing Grade 7 - Department of Finance (DoF)	Vacancy ID: IRC305560
Date: 19th September 2024 @ 2pm	Number of Applicants (Sift): 24

Eligibility Criterion 1: A minimum of 2 years’ demonstrable management* experience of successfully developing and leading the delivery of value for money resourcing and / or workforce planning services to support the NICS and Departmental priority people objectives.
Eligibility Criterion 2: A minimum of 2 years’ experience demonstrating effectiveness at providing expert and detailed HR Services** advice to senior colleagues***, or taking decisions personally, on strategic HR Services** issues concerning the organisation.
Eligibility Criterion 3: A minimum of 2 years’ demonstrable experience of effective leadership in an area of strategic significance**** to your organisation; demonstrating your ability to set the strategic direction in your team / function.
Shortlisting Criterion 1: A minimum of 2 years’ demonstrable experience of developing and maintaining collaborative partnerships with internal and/or external stakeholders and delivery partners to support the successful delivery of organisational people objectives.

Applicant Reference	1	2	3	4	5	6	7	8	9	10	11	12
Eligibility Criterion 1	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Eligibility Criterion 2	Y	N	Y	N	N	Y	N	N	Y	N	Y	Y
Eligibility Criterion 3	N	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y
Eligibility Result	N	N	N	N	N	N	N	N	Y	N	N	N
Shortlisting Criterion 1												
Shortlisting Result												

Applicant Reference	13	14	15	16	17	18	19	20	21	22	23	24
Eligibility Criterion 1	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y
Eligibility Criterion 2	Y	N	N	Y	N	Y	Y	Y	N	N	N	Y
Eligibility Criterion 3	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Eligibility Result	Y	N	N	Y	N	Y	Y	Y	N	N	N	Y
Shortlisting Criterion 1												
Shortlisting Result												

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
1	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
2	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
3	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
4	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
4	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
5	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
5	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
5	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
6	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
7	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
7	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
8	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
8	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
10	EC2	Candidate provided insufficient evidence to demonstrate criterion in full

10	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
11	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
11	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
11	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
12	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
14	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
14	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
15	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
15	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
17	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
21	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
22	EC1	Candidate provided insufficient evidence to demonstrate criterion in full
22	EC2	Candidate provided insufficient evidence to demonstrate criterion in full
22	EC3	Candidate provided insufficient evidence to demonstrate criterion in full
23	EC2	Candidate provided insufficient evidence to demonstrate criterion in full

Sift Quality Assurance

ELIGIBILITY	YES	NO	COMMENTS (IF ANY)
Have applicant's names and irrelevant personal details been withheld from the sift panel?	X		
Have the agreed eligibility criteria been applied and have no other factors been used?	X		
Have all applicants been given the same opportunity to demonstrate how they meet the criteria?	X		
SHORTLISTING			
Was shortlisting carried out?		X	
Have the agreed shortlisting criteria been applied in order of importance and have no other factors been used?		X	
Has the panel recorded its decisions and reasons as to how any applicant did not meet eligibility/shortlisting criteria?	X		

Conflict of Interest	Yes	No
<p><i>Are panel members aware of any potential conflict of interest at this stage?</i></p> <p><i>Please note should any potential conflict of interest arise this must be declared to HRConnect immediately, HRConnect will issue a Conflict of Interest Declaration Form to the Panel Member to provide information regarding the Conflict of Interest and the Form should be returned to HRConnect as soon as possible.</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Sift Panel

Name: Catherine Shannon

Signature:

Date:

Name: Michael Cooke

Signature:

Date:

Name: Colette Heaney

Signature:

Date: