



## Resourcing

NICS HR  
1st Floor, Orchard House  
40 Foyle Street  
Londonderry  
BT48 6AT  
Tel No: 028 71299054  
E-mail:  
[paula.bratton@finance-ni.gov.uk](mailto:paula.bratton@finance-ni.gov.uk)



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**Alison Millar**  
**General Secretary**  
**Northern Ireland Public Service Alliance**  
**Harkin House**  
**54 Wellington Park**  
**BELFAST**  
**BT9 6DP**

**1 March 2019**

**Dear Alison**

## **CORPORATE EXTERNAL RECRUITMENT COMPETITIONS**

I am writing to notify you that plans are underway to advertise a number of volume external recruitment competitions in the coming months.

You will be aware from recent discussions of the transformation project to review the approach to vacancy management, including streamlined methods to fill and recruitment to job roles. Whilst work is continuing to move to a job roles approach in the future, the significant and urgent resourcing implications associated with EU Exit have required NICS HR to review these plans and incorporate the impact of EU exit. As a direct result, a campaign to recruit DP and SO general service grades will be launched. All current civil servants who meet the eligibility requirements are encouraged to apply and eligibility will be a degree **or** experience.

This will be followed by competitions at administrative level, which will include a competition to recruit to the job role of AO (operational delivery), AO (generalist) and AA to meet current and future demand at these grades. Longer term, an EO1 competition may be advertised; as you will be aware a further list from the EO1 promotion board is due to be published imminently.

This significant programme of external recruitment provides us with the opportunity to attract applications from both external candidates and existing employees thereby

providing us with the widest possible pool from which to appoint the most suitable candidates.

The details of these competitions, including advertising dates, are yet to be finalised and I will share draft Candidate Information Booklets for each competition with you when available.

A handwritten signature in dark ink, appearing to read 'P. Bratton', with a stylized, cursive script.

**PAULA BRATTON**

**cc: Mark Bailey**