

[REDACTED]

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**From:** [REDACTED]

**Sent:** 01 February 2021 08:01

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** For your approval please - 1x G6 and 1x G7 Organisation design - attrition and external recruitment

[REDACTED]

Approved

Regards

[REDACTED] | [REDACTED] | People and Capability  
Group | Department for Work and Pensions | [REDACTED] Telephone:  
[REDACTED] | Mobile: [REDACTED] email: [REDACTED]  
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**From:** [REDACTED]

**Sent:** 01 February 2021 07:21

**To:** [REDACTED]

**Subject:** For your approval please - 1x G6 and 1x G7 Organisation design - attrition and external recruitment

Dear all

You recently approved the filling of a G6 role and a G7 role in our Organisation Design Team. It was originally anticipated that the roles could be filled via an EOI across the HR profession across Government but that position has changed so I am seeking fresh approvals here. Two other Government Departments are currently advertising in the cross-Government space specifically for Organisation Design specialists and there is a limited field. As we have now confirmed that both of these roles are part of the permanent sustainable structure in the OD team and both are a results of attrition ([REDACTED] left the team [REDACTED] and [REDACTED] [REDACTED] – the team also have [REDACTED]) the request is to fill both roles permanently via separate and sequenced external recruitment campaigns. [REDACTED] has supported this approach and both roles are within core headcount and funding.

As campaigns are now required we will seek PCDG approval, subject to your approval of this case.

Both roles cannot be filled from our brigaded campaigns reserve lists because of the specialised skills requirements as OD specialists. Both roles specifically need Organisation Design Skills and experience as they support specific projects at DWP level to support transformation of the organisation, they work using OD principles to build, amongst other things, Target Operating Models and Organisational Blueprints to deliver DWP strategic intent and operational effectiveness. Neither of the roles can therefore be filled with people who do not have knowledge and experience in the OD field.

Grateful if you could therefore approve the permanent recruitment of 1xG6 and 1xG7 (attrition) via external campaigns.

Many Thanks

[REDACTED]

[REDACTED] | [REDACTED] | People  
and Capability Group | Department for Work and Pensions | [REDACTED]  
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