

**Candidate
Information
Booklet**

IRC269942

**Forensic Engineer/Forensic
Collision Investigator
(Court Reporting Officer)
(Higher Scientific Officer)**

**Department of Justice (DOJ)
Forensic Science Northern Ireland
(FSNI)**

**Completed Application Forms
must be submitted to
HRConnect no later than 12
noon (UK time) on
*Friday 10th December 2021***

**Please retain a copy of this
booklet for your reference
throughout the selection
process.**

**Department of Justice (DOJ)
Forensic Science Northern Ireland
(FSNI)**

Communication between HRConnect and you

HRConnect will issue electronically as many competition communications as possible, you should therefore check your email account, including junk mail folder, to make sure that you don't miss any important communications in relation to this competition. There may, however, still be a necessity to issue some correspondence by hard copy mail.

Contents

	Page
Foreword	3
Background	4
Key Responsibilities	5
Terms and Conditions	7
Eligibility Criteria	10
Assessment Process	13
Guidance for Applicants	16

FOREWORD

Forensic Science Northern Ireland (FSNI) is an Executive Agency of the Department of Justice. Our job is to try, as far as we can, to objectively and scientifically establish the truth and provide effective scientific advice and support to enhance the delivery of justice. Our current mission and vision statements support this.

Mission

“Scientific Excellence delivered in partnership supporting justice for all.”

Vision

“To be a World Class provider of integrated forensic science services.”

FSNI enjoys an international reputation for the breadth and depth of its forensic science capability and many of its staff are recognised in Europe and the wider world as leading experts in their fields. FSNI currently has one of the widest ranges of UKAS accreditation of any forensic science facility in Europe. Most importantly, FSNI staff have a rich mix of scientific and legal knowledge, practical experience and professional commitment.

Thank you again for your interest.

Gillian Morton
Chief Executive

BACKGROUND

FSNI is an Executive Agency within the Department Of Justice, employing approximately 175 staff, and providing a wide range of scientific services and expertise to assist in the investigation of crime and the presentation of scientific evidence in court. The Agency is an independent organisation providing a service to its main customers, the Police Service of Northern Ireland, the Police Ombudsman for Northern Ireland, the NI State Pathologist as well as a number of other customers in NI and further afield.

The Agency provides a full range of forensic science services through its operational casework sections, each of which consists of a number of teams which focus on a particular forensic science discipline. FSNI enjoys an international reputation for its breadth of expertise and experience. FSNI's primary purpose is the provision of effective scientific advice to support the delivery of justice.

The casework in FSNI is distributed between a number of Reporting teams and one, the Road Traffic Collision (RTC) Unit, is responsible for the scientific investigation of fatal and serious road traffic collisions in Northern Ireland. The Unit currently employs five full-time Reporting Officers and one Laboratory Assistant.

The Unit provides a full out-of-hours on-call service to deal with serious road traffic collisions and urgent work. Therefore, the post-holder will be expected to drive to live collision scenes throughout Northern Ireland, often during unsociable hours and at weekends, on bank holidays etc. Collision scenes can be distressing and very often the person/s fatally injured will be present during the examination. Therefore, resilience is required when dealing with such scenes. The scene examination and follow-up vehicle/component examination may also be physically demanding.

Following the examinations, the post-holder will provide a collision reconstruction report in the form of a witness statement and will regularly provide expert opinion evidence at coroners, criminal and civil courts, generally under cross-examination.

KEY RESPONSIBILITIES

As a court reporting officer (RO) the post holder will be involved in identifying, gathering and assessing relevant scientific information during the course of their investigations with the purpose of providing expert opinion ultimately to a court. They will be expected to keep an open mind and have an impartial but informative approach when dealing with casework. Sound scientific knowledge and skills will be supported by good oral and written communication skills which will allow the post-holder to communicate scientific findings to non-scientists, both orally and in writing, and a high level competence in these skills is expected.

The main duties of the posts will include:

- Examining live collision scenes, often during unsociable hours, to include the road topography, vehicle rest positions, signage and road surface condition coupled with the detection and recording of all relevant collision marks and debris and conducting scene tests using specialist equipment which you will be required to transport to collision scenes and other locations. Often the person/s fatally injured, will be present at the scene and resilience is required when dealing with such scenes. The scene examination may also be physically demanding. You will work as part of a team at the scene to include a Senior Investigating Officer, police photographer, crime scene surveyor and Road Policing Officer.
- Liaison with the Senior Investigation Officer to establish lines of inquiry and advising them on the scientific/engineering aspects of the investigation.
- Attend post-mortems as and when required.
- The examination of collision vehicles and the examination in the laboratory of recovered components to ascertain if these are relevant to the collision reconstruction. Vehicle and component examination may be physically demanding.
- The calculation of vehicle speeds using a variety of methods.
- The application of computer software to assist in the process of accident reconstruction and modelling.
- The downloading and interpretation of digital data from collision vehicles.
- The reporting of collision investigations in the form of a witness statement and the provision of expert opinion evidence to the courts, generally under cross-examination.
- Effective management of work load, competing priorities and urgent work whilst meeting time pressures.
- The supervision of the examination work of support staff and line management duties where applicable.
- Leads/Supports the delivery of projects delivering changes to products and services within RTC and wider agency initiatives

- The flying of an unmanned aerial vehicle (drone) to capture aerial images of collision scenes and vehicles in accordance with Civil Aviation Authority rules.
- Fulfil legal and professional obligations expected of an expert witness and FSNI officer in line with the code of ethics.
- Ensuring all relevant standards (e.g. ISO/IEC 17025) are adhered to in relation to casework.
- Ensuring all policies and procedures in relation to Health and Safety, Equality, Diversity and Welfare are adhered to.

This list is not meant to be exhaustive but to give a good indication of the main duties relating to a typical range of posts. The emphasis on specific duties will vary over time according to business needs and as directed by Line Management.

TERMS AND CONDITIONS

There is currently 1 permanent, full time vacancy.

The successful candidate shall be a member of the Northern Ireland Civil Service and an employee of the Department of Justice.

Further appointments may be made from this competition should NICS positions become vacant which require the same eligibility criteria and have similar duties and responsibilities.

Location

The postholder will be based in Seapark, FSNI, 151 Belfast Road, Carrickfergus, BT38 8PL. It will be a requirement to work from this location, other than when complying with Covid 19 restrictions. Any potential flexibility on the location of this post may be considered on the context of the emerging 'New Ways of Working' policy.

Salary

Salary will be within the range £32,328 - £33,459 within which pay progression will be performance related.

Starting salary will be at the minimum of the scale. If the successful candidate is an existing civil servant, normal pay on promotion/re-grading arrangements will apply.

It is intended that these appointments will be at Higher Scientific Officer (HSO), with opportunity for advancement to Senior Scientific Officer (SSO). However, any such advancement will depend on business needs at the time and on the postholder being able to demonstrate that they have acquired the necessary experience and level of competence to perform the work at the higher grade. Assessment will include successful completion of their training, a recommendation from line management and a formal interview.

Pensions

The NICS offers all employees an attractive pension package. Further details can be found on the Principal Civil Service Pensions Scheme (Northern Ireland) website at www.finance-ni.gov.uk/civilservicepensions-ni

Holidays

In addition to public and privilege holidays, currently 12 days, the annual leave allowance will be 25 days, rising to 30 days after 5 years' service.

Hours of Work

The standard working week is 37 hours (excluding meal breaks) and staff enjoy access to the Flexible Working Hours Scheme.

The successful applicant must be prepared to work unsociable hours and will be expected to participate in an on call rota for which an on call allowance will be payable. RTC currently provides a 7 day on call rota including statutory and bank holidays.

Travel

The appointee will be expected to visit collision scenes, vehicle recovery premises, courthouses, State Pathologist's Department, PSNI stations and in exceptional circumstances travel in PSNI vehicles as and when required. They will also be expected to travel to Great Britain and further afield (necessitating overnights stays) when required for training purposes.

Transport

The successful candidate must have access to a form of transport which will enable them to fulfil the duties of the post in full. The successful candidate would be expected to have permanent access to a vehicle for travel to road traffic collision scenes. Travel expenses will be reimbursed.

Vetting

For Higher Scientific Officer (HSO) posts in the FSNI the level of vetting is Counter Terrorism Check (CTC). Obtaining these clearances is a requirement of the post and should clearance not be obtained you will not proceed further in the competition.

Medical

This can be a physically demanding job and the successful candidate will be required to undertake a compulsory medical examination for Colour Blindness as part of the pre-appointment enquiries.

DNA Sample

Scientists at the laboratory examine evidence from the scenes of crime and materials removed from persons suspected of having been involved in crime. The results of the examinations, after objective expert evaluation, may subsequently be given as evidence in a court of law.

The sensitivity of current DNA testing is such that it is essential to guard against the consequences of inadvertent contamination of casework material by staff members.

The successful candidate will therefore be required to provide a DNA sample for elimination purposes. The sample and resulting profile will be retained securely and will only be used for this purpose.

Probation

Confirmation of appointment will be dependent upon the satisfactory completion of a probationary period of 1 year. If performance, conduct or attendance during this period is not satisfactory the appointment may be terminated.

Career Development

The NICS is committed to career development and offers attractive career prospects across a wide variety of roles and professions. Career development is an integral part of the performance management system. Personal Development Plans identify learning and development needs with a view to enhancing skills and capabilities. NI Civil Servants have access to a wide range of internal job opportunities, including secondments with external organisations and are encouraged and supported in proactively managing their career.

Conflict of Interest

It is a basic requirement of all Civil Servants that their private activities should not bring them in to conflict with their official duties.

Conflict of Interest is not limited to the individual's own private, financial or other interests, as family, friends and associates may also have dealings which affect the Department's business directly or indirectly. Therefore to avoid any conflict or potential conflict and to demonstrate impartiality to the public at all times, an officer must not, without prior approval, engage in any activity which could be considered to be in conflict with official business.

Further Information

Applicants wishing to learn more about the post before deciding to apply may telephone a RTC Reporting Officer on 07860505891.

If you have any questions about the competition process, or require any documentation in an alternative format, you should contact HRConnect on 0800 1 300 330 or email: recruitment@hrconnect.nigov.net

ELIGIBILITY CRITERIA

Applicants will be required to demonstrate in their application form, by the closing date, that they meet the following criteria:

1. (a) An honours level degree qualification in Mechanical Engineering or Physics;

OR

- (b) An honours level degree qualification in a related engineering or science discipline*, where the degree course of study included a substantial element of Mechanical Engineering or mechanics. **Substantial element is defined as at least 60% study of Mechanical Engineering or mechanics in any year;**

OR

- (c) An honours level degree in Forensic Road Collision Investigation

AND

2. At least 1 years' experience in a technical role demonstrating the ability to apply mathematical/engineering equations/concepts to solve technical problems;

AND

3. The ability to communicate clearly at all levels, using a variety of media, with content, style and language suited to the audience and the ability to explain technical/specialist matters and scientific findings in a way that can be understood by fellow professionals, administrators and the general public;

AND

4. Demonstrable experience of either leading or making a significant contribution to an innovation project which resulted in new or more effective products, processes or services;

AND

5. Have a full valid driving licence with permanent access to a vehicle for travel to road traffic collision scenes throughout Northern Ireland.

***related engineering or science discipline:** Should a candidate feel their degree subject is closely related to Mechanical Engineering or Physics they should list all of the modules studied during the final year of the degree

(including those with no relation), and also briefly set out details of each of the relevant modules. The onus is on you to provide the panel with details of modules studied and along with the content of modules so that a well-informed decision can be made.

Applications will also be considered from applicants with relevant formal qualifications considered by the selection panel to be of an equivalent or higher standard to those stated.

Relevant or **equivalent** qualifications: give the type of qualification and date awarded (the date awarded is the date on which you were notified of your result by the official awarding body). If you believe your qualification is equivalent to the one required, the onus is on you to provide the panel with details of modules studied etc. so that a well-informed decision can be made.

Please note:

- You should ensure that you provide evidence of your experience in your application form, giving length of experience, examples and dates as required.
- It is not sufficient to simply list your duties and responsibilities.
- The selection panel will not make assumptions from the title of the applicant's post or the nature of the organisation as to the skills and experience gained.
- If you do not provide sufficient detail, including the appropriate dates needed to meet the eligibility criteria, the selection panel will reject your application.
- The examples you provide should be concise and relevant to the criteria. This is very important as the examples which you provide may be explored at interview and you may need to be prepared to talk about these in detail if you are invited to interview. It is your unique role the panel are interested in, not that of your team or division.
- State clearly your personal involvement in any experience you quote. State "I" statements e.g. I planned meetings, I managed a budget, I prepared a presentation. It is how you actually carried out a piece of work that the panel will be interested in.
- ONLY the details provided by you in your application form (the employment history and eligibility criteria) will be provided to the selection panel for the purpose of determining your eligibility for the post. Please do not include your name in the employment history or eligibility criteria sections.
- The NICS Competency framework can be accessed via www.nicsrecruitment.org.uk

ASSESSMENT PROCESS

The selection process will include a presentation and a competence based interview.

PRESENTATION

As part of the selection process candidates will be required to deliver a presentation lasting no longer than 7 minutes, the subject of which will be provided to candidates in the 'Invitation to Interview' letter.

The panel will stop the applicant when 7 minutes have elapsed.

Applicants should fully prepare their presentation in advance as no preparation time will be provided on the day of interview. Applicants may only bring prepared speaking notes to the interview to deliver their presentation. Applicants are not permitted to deliver the presentation electronically, nor should they provide any hand-outs or other materials to the panel.

No notes (other than speaking notes for the presentation) or personal documentation may be brought to the interview.

The presentation will be used to help assess the applicant's ability to demonstrate good communication and interpersonal skills and will be marked as part of the **Leading and Communicating** competency.

Marks Available: 20

Minimum Standard: 12

COMPETENCE BASED INTERVIEW

The selection panel will design questions to test the applicants' knowledge and experience in each of the following areas below and award marks accordingly.

1. Leading and Communicating

At all levels, effectiveness in this area is about leading from the front and communicating with clarity, conviction and enthusiasm. It is about supporting principles of fairness of opportunity for all and a dedication to a diverse range of citizens.

Marks Available: 20

2. Changing and Improving

People who are effective in this area are responsive, innovative and seek out opportunities to create effective change. For all staff, it is about being open to change, suggesting ideas for improvements to the way things are done, and working in 'smarter', more focused ways.

Marks Available: 20

3. Making Effective Decisions

Effectiveness in this area is about being objective, using sound judgement, evidence and knowledge to provide accurate, expert and professional advice. For all staff, it means showing clarity of thought, setting priorities, analysing and using evidence to evaluate options before arriving at well-reasoned, justifiable decisions.

Marks Available: 20

Minimum Standard: 12

4. Delivering at Pace

Effectiveness in this area means focusing on delivering timely performance with energy and taking responsibility and accountability for quality outcomes. For all staff, it is about working to agreed goals and activities and dealing with challenges in a responsive and constructive way.

Marks Available: 20

Minimum Standard: 12

5. Managing a Quality Service

Effectiveness in this area is about being organised to deliver service objectives and striving to improve the quality of service, taking account of diverse customer needs and requirements. People who are effective plan, organise and manage their time and activities to deliver a high quality and efficient service, applying programme and project management approaches to support service delivery.

Marks Available: 20

6. Collaborating and Partnering

People skilled in this area create and maintain positive, professional and trusting working relationships with a wide range of people within and outside the NICS, to help to achieve business objectives and goals. At all levels, it requires working collaboratively, sharing information and building supportive, responsive relationships with colleagues and stakeholders, whilst having the confidence to challenge assumptions.

Marks Available: 20

Total marks available: 140

Overall pass mark: 84

COMPETENCE BASED INTERVIEWS

Selection panels will design questions to test the applicant's knowledge and experience in each of the above areas and award marks accordingly.

No notes or personal documentation may be brought into the interview room.

INTERVIEW DATES

It is intended that interviews for this post will take place via Webex during week commencing 17th January 2022.

NICS COMPETENCY FRAMEWORK

The selection process will assess candidates against the NICS competency framework at level 3.

Reporting Officer, RTC (Higher Scientific Officer) is analogous to Staff Officer in the NICS.

The NICS competency framework sets out how all NICS employees should work. It puts the Civil Service values of integrity, honesty, objectivity and impartiality at the heart of everything they do, and it aligns to the three high-level leadership behaviours that every civil servant needs to model as appropriate to their role and level of responsibility: Set Direction; Engage People and Deliver Results.

Competencies are the skills, knowledge and behaviours that lead to successful performance. The framework outlines ten competencies, which are grouped into three clusters. The competencies are intended to be discrete and cumulative, with each level building on the levels below i.e. a person demonstrating a competency at level 3 should be demonstrating levels 1 and 2 as a matter of course.

The Northern Ireland Civil Service competency framework can be accessed via www.nicsrecruitment.org.uk

It is important that all candidates familiarise themselves with the competency framework as this forms the basis of selection process. Should you require assistance in accessing the competency framework please contact HRConnect.

GUIDANCE FOR APPLICANTS

APPLICATION FORM

You can apply online at www.nicsrecruitment.org.uk.

Please refer to the Candidate Information Booklet before making your application and retain a copy for your reference. The application form is designed to ensure that applicants provide the necessary information to determine how they meet the competition requirements and the eligibility/shortlisting criteria. **All** parts of the application form **must** be completed by the applicant before this application can be considered. Failure to do so may result in disqualification.

Please note:

- We will not accept CVs, letters, additional pages or any other supplementary material in place of or in addition to completed application forms, unless it is specifically requested in the application form and candidate information booklet.
- All applications must be submitted by the advertised closing date and time.
- Information in support of your application will not be accepted after the closing date for receipt of applications.
- HRConnect will not examine applications until after the closing deadline.
- Do not use acronyms, complex technical detail etc. State for the reader who may not know your employer, your branch or your job.
- Only the employment history, eligibility and shortlisting sections will be made available to the panel.
- When completing the online application, your information is saved as you move through the pages. You may leave the application at any time, providing you have clicked on the 'Save & Continue' button. Once your application has been submitted the option to edit will no longer be available.
- The session timeout for the online application is 40 minutes, if you do not save or change page within this time you will automatically be logged out and any unsaved work will be lost.
- You must click SUBMIT once you have finished your online application. You will receive an acknowledgement email. Please contact HRConnect if you do not receive an acknowledgment email within 24 hrs.

Help with making your application

You can get advice or assistance with making an application from your local Jobs and Benefits Office - contact details are available on NIDirect: <https://www.nidirect.gov.uk/contacts/jobs-benefits-offices-jobcentres-and-social-security-offices>

You can also get advice or assistance from local disability employment organisations. To find out more about local disability employment organisations contact Northern Ireland Union of Supported Employment (NIUSE), an umbrella group for individuals and organisations promoting opportunities for people with disabilities to access and maintain employment, email

info@niuse.org.uk, tel. 0044 (0)28 71 377709, text phone 0044 (0) 28 71 372077

GUIDANCE FOR APPLICANTS

INTERVIEW PREPARATION

If this is your first experience of a competence-based interview, bear in mind that it does not require you to:

- Talk through previous jobs or appointments from start to finish;
- Provide generalised information as to your background and experience; or
- Provide information that is not specifically relevant to the competence the question is designed to test.

A competence-based interview does however require you to:

- Focus exclusively, in your responses, on your ability to fulfill the competences required for effective performance in the role; and
- Provide specific examples of your experience in relation to the required competence areas.

In preparation for the interview you may wish to think about having a clear structure for each of your examples, such as:

- Situation – briefly outline the situation;
- Task – what was your objective, what were you trying to achieve;
- Action – what did you actually do, what was your unique contribution;
- Result – what happened, what was the outcome, what did you learn.

The panel will ask you to provide specific examples from your past experience to demonstrate the range of behaviours associated with the competences being assessed. You should therefore come to the interview prepared to discuss in detail a range of examples which best illustrate your skills and abilities in each competence area. You may draw examples from any area of your work / life experiences.

For professional and technical posts, questions may be framed in the context of professional elements of the post.

GENERAL INFORMATION

The Merit Principle

In accordance with the Office of the Civil Service Commissioners' Recruitment Code, appointments to the NICS are made under the 'merit principle', where the best person for any given post is selected in fair and open competition.

Further information on the Civil Service Commissioners can be found at www.nicscommissioners.org.

NICSHR Privacy Notice

NICSHR are committed to protecting your privacy. HRConnect manage job applications on behalf of NICSHR, in line with the NICSHR privacy notice available via www.nicsrecruitment.org.uk

Offers of Employment

Candidates will only receive one offer of appointment which, if not accepted, will generally result in withdrawal from the competition.

Changes in personal circumstances and contact details

Please ensure HRConnect are informed immediately of any changes in personal circumstances. It is important that HRConnect have up to date contact details.

Transgender Requirements

Should you currently be going through a phase of transition in respect of gender and wish this to be taken into consideration, in confidence, to enable you to attend any part of the assessment process please contact HRConnect. Details of this will only be used for this purpose and do not form any part of the selection process.

Merit List

HRConnect will allocate a candidate (or candidates) to a vacancy (or vacancies) in the order listed. It is presently intended that the merit list for this competition should remain extant for a period of one year. However you should be aware that circumstances may arise in the future where it will be necessary to extend the currency of the merit list for a further period. The merit list will only be extended where cogent practical reasons for doing so arise.

Disability Requirements

We will ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend any part of the assessment process. Details of any disability are only used for this purpose and do not form any part

of the selection process. If you have indicated on your application that you have a disability and are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up an appointment. If you wish to discuss your disability requirements further, please contact HRConnect.

Documentation

Identification documents to satisfy the Nationality and Security requirements of the post will be required. Further details regarding acceptable documentation will be issued with an invitation to attend for assessment.

You should ensure that the required documents are readily available. Failure to provide the appropriate documentation when requested will result in your application being rejected.

Right to Work and Nationality Requirements

HRConnect must ensure that you are legally entitled to work in the United Kingdom and satisfy the Nationality requirements for appointment to the NICS. Please note **ALL** applicants for external recruitment will be subject to a Nationality validation check.

Applicants must be either:

- (i) UK national; or
- (ii) National of a Commonwealth country; or
- (iii) National of the Republic of Ireland; or
- (iv) EEA nationals with settled status under the EU Settlement Scheme; or
- (v) Relevant EEA or Turkish nationals working in the Civil Service; or
- (vi) Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service; or
- (vii) Certain family members of the relevant EEA & Turkish nationals

For candidates applying under categories iv – vii you are required to provide the following information in the Right to Work and Nationality Requirements response box in Part 1 of your application form. Failure to provide the requested information **WILL** result in your application being rejected.

Category iv – Please provide your 'Share code' in the 'Share code' field which will be used to validate your right to work in the UK. You can find further detail on obtaining your '[share code](#)' here

Category v - Please provide your 'Share code' in the 'Share code' field which will be used to validate your right to work in the UK. You can find further detail on obtaining your '[share code](#)' here. You are also required to provide your payroll number in the nationality response box to demonstrate that you are working in the Northern Ireland Civil Service;

Category vi - Please provide your 'Share code' in the 'Share code' field which will be used to validate your right to work in the UK. You can find further detail on obtaining your '[share code](#)' here. Alternatively please provide confirmation in the nationality response box that you hold indefinite or limited leave to remain in the UK and that this was granted prior to 31st December 2020.

Category vii - Please provide your 'Share code' in the 'Share code' field which will be used to validate your right to work in the UK. You can find further detail on obtaining your '[share code](#)' here. In addition, please provide evidence in the nationality response box to support your application for applying as a family member of a relevant EEA and Turkish nation. Further documentary evidence may be request from HRConnect to support this;

'Family member of the relevant EEA or Turkish nationals' means:

- (i) That national's spouse*; or
- (ii) A direct descendant (child, grandchild etc.) of that national or his/her spouse who is under 21 years of age or is their dependent; or
- (iii) A dependent relative in the ascending line (parent, grandparent etc.) of the EEA national or his/her spouse.

*Note: 'Spouse' does not include a party to a marriage of convenience and in the case of EEA national vocational students family members are restricted to spouses and dependent children only

Security

1. Baseline Personnel Security Standard

For this post in the NICS the level of vetting is a Baseline Standard. For this check you will be required to provide the following:

- a) Your passport OR
- b) A document verifying your permanent National Insurance number (e.g. P45, P60 or National Insurance card) AND your birth certificate which includes the names of your parents (long version).
- c) A specimen signature at any assessment event and have this validated against passport, driving licence, application form etc.

Further information regarding the Baseline Personnel Security Standard, including other acceptable documents is available via www.gov.uk.

2. Counter Terrorist Check (CTC): as point 1 plus check of Security Service records.

Equal Opportunity Monitoring Form

Please note the Equal Opportunities monitoring section of the application form is mandatory in order to submit an application.

For guidance on completing the Monitoring Form and to read the NICS Equal Opportunities Policy Statement please refer to the DoF website www.finance-ni.gov.uk.

Applications from Protestants, young people (people under the age of 35), people with a disability and people from minority ethnic communities are particularly welcomed for this post.

The Northern Ireland Civil Service is an Equal Opportunities Employer.
All applications for employment are considered strictly on the basis of merit

Feedback

The Northern Ireland Civil Service is committed to ensuring that the processes used to recruit and select staff are fair and in accordance with the principles of the Civil Service Commissioners Code. We are consequently committed to providing feedback in respect of decisions taken in determining eligibility/shortlisting as well as at interview. Feedback in respect of eligibility/shortlisting will be communicated automatically to those candidates who fail to satisfy any criteria. All requests for feedback are welcome.

**THIS INFORMATION PACK DOES NOT FORM PART OF
CONDITIONS OF EMPLOYMENT**