## **Recruitment Update**

**December 2017** 

#### **General Service Panels**

Welcome to the December edition of our newsletter, where we provide you with clear and accurate information about the availability of panels at different grades, the estimated timeframe for assigning candidates and our plans for future competitions to assist you with resource planning.

We are working towards having a continuous supply of candidates at each level and have made significant progress towards this over the last year, and towards meeting the ongoing high level of demand for staff within improved timeframes.

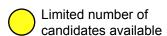
A particular challenge within an improved economic environment has been meeting the demand to fill vacancies in more specialist areas such as IT and Finance and a key objective for next year is to work alongside DPER to improve our forecasting of demand for specialist skills to enable advance planning and scheduling of these competitions to fill the vacancies arising.

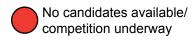
We would like to thank you for your co-operation in working with us throughout a very busy 2017 and we look forward to engaging with you early next year to discuss how we can work with you to meet your resourcing needs for 2018.

Wishing you all a very happy Christmas.

**CRM Team, December 2017.** 

| Grade | Dublin<br>Availability | Regional<br>Availabil-<br>ity | Estimate Timeframe<br>Request- Assign-<br>ment (Working Days) | Next Competition Due<br>To Be<br>Advertised In | Current Activity/Further Detail   |
|-------|------------------------|-------------------------------|---|--|---|
| TCO   |                        |                               | 5   | Q1 2018  | Further Interviews for Dublin and some regional locations in December.  |
| СО    |                        |                               | 17 (Dublin)<br>12 (Regional)                                  | Q3 2018  | Panel in place and available for assignment.  |
| EO    |                        |                               | 33 (Dublin)<br>17 (Regional)                                  | Q4 2018  | Additional batches of candidates from 2017 are being called forward to interview on an ongoing basis to ensure continuous supply of candidates. |
| HEO   |                        |                               |   | Q4 2018  | Allocations ongoing from a new batch of candidates. Assignments to begin by Christmas.  |
| AO    |                        |                               |   | Q3 2018  | The 2017 AO competition results will be issued by the end of December. The panel will be available for assignment in early January.             |
| AP    |                        |                               | 43 (Dublin)<br>23 (Regional)                                  | Q2 2018  | Panel in place and available for assignment.  |
| AP1   |                        |                               | 10  | Q2 2018  | Panel in place and available for assignment.  |
| РО    |                        |                               | 10  | Q2 2019  | Assignments have begun from new PO panel.   |
| PO1   |                        |                               | 10  | Q2 2019  | The competition has recently closed. Shortlisting is underway and the panel will be in place in early January.                                  |





# **Professional & Technical Streams**

| Grade                         | Dublin<br>Availability | Regional<br>Availability | Estimate timeframe<br>Request Assignment<br>(Working Days) | Next Competition<br>Due To Be<br>Advertised In | Current Activity/Further Detail   |
|-------------------------------|------------------------|--------------------------|--|--|---|
| AO<br>IGEES                   |                        |                          |  | Q4 2017  | PAS manages this campaign on behalf of the IGEES unit in DPER. Assignments from the panel are made by IGEES and all queries relating to that should be forwarded to DPER. |
| AP HR                         |                        |                          |  | Q1 2018  | New competition to be advertised in Q1 2018.  |
| PO HR                         |                        |                          |  | 04 2017  | Interviews are scheduled for the week commencing 8th January.   |
| EO ICT DEV                    |                        |                          |  |  | ICT recruitment is being reviewed in advance of planning new competitions.  |
| EO ICT OPS                    |                        |                          |  |  | ICT recruitment is being reviewed in advance of planning new competitions.  |
| HEO ICT DEV                   |                        |                          |  |  | ICT recruitment is being reviewed in advance of planning new competitions.  |
| HEO ICT OPS                   |                        |                          |  |  | Interviewing more Dublin candidates in January 2018.  |
| AP ICT                        |                        |                          |  |  | ICT recruitment is being reviewed in advance of planning new competitions. Additional candidates may be available from a department specific competition.                 |
| PO ICT                        |                        |                          |  |  | ICT recruitment is being reviewed in advance of planning new competitions.  |
| Professional<br>Accountant G1 |                        |                          |  |  | Panel in place and available for assignment.  |
| Media &<br>Comms Officer      |                        |                          |  |  | Nearing the end of the panel, some availability remains.  |

## **Irish Panels**

| Grade     | Dublin<br>Availability | Regional<br>Availability | Estimate timeframe<br>Request - Assign-<br>ment (Working<br>Days) | Next Competition<br>Due To Be<br>Advertised In | Current Activity/Further Detail   |
|-----------|------------------------|--------------------------|---|--|---|
| CO IRISH  |                        |                          |   | Q1 2018  | Additional Irish stream candidates to be interviewed for Dublin as part of new CO Dublin Competition. |
| EO IRISH  |                        |                          |   | Q3 2018  | Additional EO Irish candidates due to be called for interview in the new year.                        |
| HEO IRISH |                        |                          |   | Q4 2018  | Irish Panel will be created as part of the current panel.   |
| AP IRISH  |                        |                          | 43 (Dublin)<br>23 (Regional)                                      | Q2 2019  | A limited number of candidates with Irish are currently available.                                    |
| PO IRISH  |                        |                          |   | Q3 2018  | Potential candidates available from panel if requested.   |



## CRMmailbox@publicjobs.ie

## Availability of **Professional and Technical panels**

Recruitment processes are in progress or are planned for the following roles:

- Health and Safety Officer
- Senior Human Resource Manager (Principal Officer)
- Architect
- Auditor (HEO)Head of ICT (Principal Officer)Head of Communications
- (Principal Officer)
- Assistant Principal HR
- Assistant Principal ICT

Panels currently exist for the following professional and technical roles:

- Head of Internal Audit
- Aistritheoir Grade II (Translator)
- Auditor
- Accountant in the Civil Service
- Cyber Security Specialist
- Cyber Security Responder

### Best practice in Recruitment Seminar: Employing people with **Disabilities**

December. The objective of this seminar was to share knowledge and experience around best practice in the recruitment, selection and employment of people with disabilities.

Sinead Kane gave an inspirational speech about how she overcame the challenges of her disability to become the first legally blind solicitor in Ireland and reminded the audience of the need for people with disabilities to be given a chance to show what they are able to achieve in the workplace.

autism-friendly society in Ireland, gave a thought provoking talk about some of the challenges experienced by people with autism in engaging with the recruitment process and a typical work

successfully gaining and retaining employment.

who spoke about the work of the NDA and the Comprehensive Employment Strategy for

Service, Paul Dempsey, Revenue Commissioners, Fiona Tierney, CEO PAS, and Martina Agriculture, Food and the Marine. Key issues discussed included the need to create an environment of trust where people were willing to disclose disabilities, and the need for a flexible approach to supporting people in the workplace with a wide range of issues from physical disabilities to mental health issues.

http://sineadkane.ie/

http://asiam.ie/

http://nda.ie/





PAS activity end November 2017



Competitions Advertised





