

Candidate Information Booklet Recruitment Opportunity

PROFESSIONAL AND TECHNICAL OFFICER - CIVIL ENGINEERING ASSISTANT (PTO CEA)

Completed Expressions of Interest must
be returned by no later than 12 noon
(UK time) on 16th September 2026

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



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General Information

Welcome from DfI

The NICS comprises nine departments that support the Northern Ireland Executive and Ministers. We do this by developing and implementing government policies and legislation and delivering key public services in areas such as health, public finances, social development, justice, education, regeneration, environment, culture, agriculture, economic development, employment and transport.

All Civil Servants are appointed on merit and on the basis of fair and open competition. They are expected to carry out their role with dedication and a commitment to the NI Civil Service's core values: integrity, honesty, objectivity and impartiality.

The Department for Infrastructure is seeking to fill Civil Engineering Support Grade – (PTO) Professional and Technical Officer - Civil Engineering Assistant roles, that require specific skills and experience. Candidates who meet the eligibility criteria are invited to apply for this opportunity and challenge.

This booklet provides further information on the key responsibilities of the roles and sets out the skills and competencies required. We have also included important information on the selection process.

There are currently a number of full-time vacancies for a PTO Civil Engineering Assistant in the Department for Infrastructure within the Transport and Road Asset Management (TRAM) Group and Water and Departmental Delivery Group (WADD).

The current posts on offer will be based throughout Northern Ireland.

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.

Please read carefully through the information contained within this Candidate Information Booklet and retain it for reference throughout the selection process.

We wish to ensure all applicants have the opportunity to perform to the best of their ability. We will consider all requests for reasonable adjustments in accordance with our obligations under Disability Discrimination Act (DDA) 1995 to complete any of the assessments.

If you have any questions, or require any documentation in an alternative format e.g. braille, easy read, large print, audio etc. you should contact:

nicsrecruitment@talentdog.com

Key Information - Department for Infrastructure

DfI employs around 3,000 staff in 3 Groups:

- Transport and Road Asset Management (TRAM)
- Climate, Planning and Public Transport (CPPT)
- Water and Departmental Delivery (WADD)

The DfI Profession and Technical opportunities are in the following Group:

DfI – Transport and Road Asset Management Group

The role of the TRAM Group is to maintain, manage and develop the Northern Ireland transport network to facilitate the safe and convenient movement of people and goods. We also inform Departmental policy to ensure that measures to encourage safe and sustainable travel are practical and can be delivered. Many strategic Government objectives rely heavily on the transport network and this business area is likely to play a key enabling role in any future Programme for Government.

The TRAM Group is headed by a Deputy Secretary (Grade 3) who is a member of the Departmental Board, supported by nine Directors.

Water and Departmental Delivery Group (WADD), Rivers Operations and Rivers Development Directorates) WADD Group

Water and Departmental Delivery Group (WADD), Rivers Operations and Rivers Development Directorates) WADD Group has responsibility for Departmental Flood Risk Management, NI Water (delivery plan and oversight), Sustainable Drainage Projects, DfI Strategic Plan and Business Plan, Financial Performance, Budget, Communications, Resource Management, and the DfI Legislative Programme including EU Exit Data and Learning Programme.

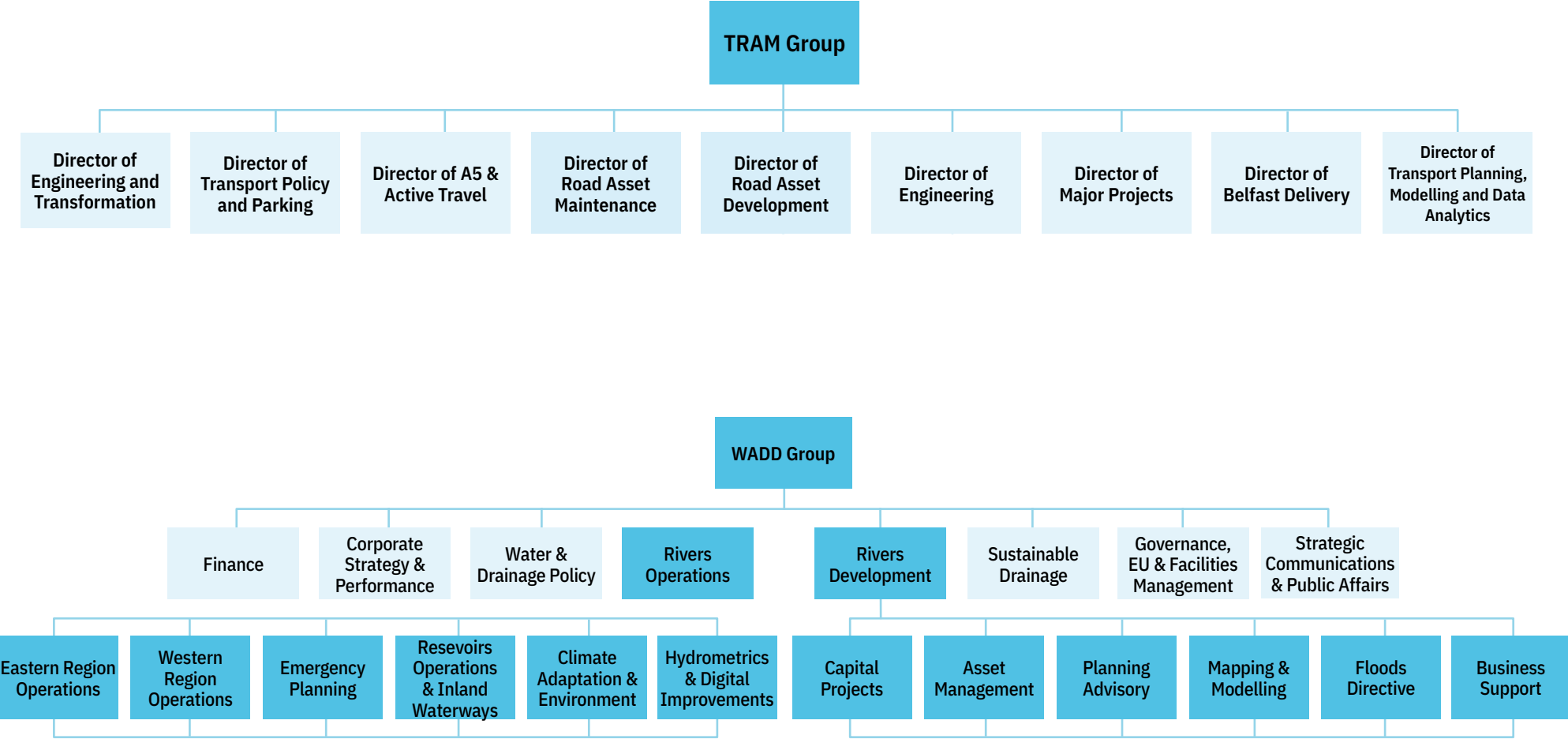
The Group also oversees the Minister's Office and Assembly Business and delivers digital services, statistics, and research and information management in support of business areas across

the Department. As part of the WADD Group, the Rivers Directorates' vision is to manage flood risk, both now and into the future, to maintain and create sustainable living places and support economic development.

The aims supporting the vision are: "reducing risk to life and damage to property from flooding from rivers and the sea" and "undertaking watercourse and coastal flood management in a sustainable manner".

For further information on DfI and our responsibilities go to our website at: www.infrastructure-ni.gov.uk

Organisational Chart



Key Benefits:



A rewarding career delivering impact with one of Northern Ireland's largest employers.



An opportunity to earn a salary of £33,542 - £34,231 (under review). Starting salary will be at the base of this scale.



An attractive pension package providing a range of valuable benefits, providing peace of mind. For further details visit www.finance-ni.gov.uk/civilservicepensions-ni.



25 days annual leave, rising to 30 days after five years' service. 12 public and privilege holidays each year.



Opportunity for career development and progression.



We provide flexible ways of working depending on the type of job role.



Job Stability - we offer secure employment.



For further information on the pay and benefits offer go to our website at: www.finance-ni.gov.uk/topics/working-northern-ireland-civil-service.

Key Responsibilities

PTO Civil Engineering Assistants will normally report to the Higher Professional and Technical Officer (HPTO) grade and the duties of the grade may include:

- Project design, including engineering calculations;
- Preparation and updating of civil engineering drawings, contract documents and reports;
- Operation and maintenance of infrastructure assets;
- Supervision of staff, contractors and/or direct labour force;
- Site surveys, collection and interpretation of data;
- Use of engineering and general IT facilities and software;
- Investigation of public liability claims and possible attendance at court;
- Enforcement of legislation, including possible attendance at court;
- Application of appropriate Health and Safety measures;
- Management of resources - both human and financial;
- Liaising with staff from different disciplines and work areas;
- Dealing with issues raised by members of the public, other staff and management, and communicating appropriately both verbally and in writing;
- Providing assistance (including out of hours) in response to adverse weather, and flooding;
- Providing advice to Planning Authorities on flood risk for proposed new development;
- Contribute to and promote a positive sense of co-operation and team work to achieve the vision and aims of the Department and provide a professional service to the public; and
- Driving Departmental vehicles.

The above list is not meant to be exhaustive but provides a good indication of the main duties of the post.

Terms and Conditions

This competition will be used to fill Professional and Technical Officer Civil Engineering Assistant (PTO CEA) positions within DfI and WADD. The Department currently has a number of permanent full time posts to be filled in TRAM.

Location

The posts will be based at various locations across DfI. We will try to post you to a location near to your home but candidates may be posted to various locations, and you must be willing to travel across Northern Ireland.

It is envisaged that some element of home working and/or remote working may be possible, in line with the NICS Hybrid Working policy and business need.

Pensions

The NICS offers all employees an attractive pension package. You will find further details on the Civil Service Pensions (Northern Ireland) website at <http://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.

Salary

Salary will be within the range £33,542 - £34,231 (under review) 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.

Hours of Work

The normal conditioned hours of work are full-time: 42 hours per week which includes a 1 hour meal break (37 hours net) Monday to Friday. Most offices work flexi-time.

On occasion there may be a requirement to work outside normal hours, including evening and weekend work. This will attract payment and allowances in accordance with the NICS Staff Handbook.

DfI operates an "out of hours" service. Successful candidates may be asked to make themselves available to participate in this service.

Travel

There is a high degree of travel with these posts. The successful candidate will be required to travel on official duty frequently and regularly throughout Northern Ireland. This includes travel to remote and rural locations, often inaccessible by public transport. It is therefore essential that applicants have access to a form of transport which will permit them to meet the requirements of the post in full.

Vetting

An appointment will be dependent on the individual satisfying the vetting requirements for the post. The level of vetting required for this post is Baseline Standard.

Terms and Conditions

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 into 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.

As such, to protect employees and the Department from public criticism, it will be mandatory for the successful candidate to complete a Conflict of Interest declaration on appointment.

Further Information

Applicants wishing to learn more about the post before deciding to apply may email Tram Resourcing:

TRAMResourcing@infrastructure-ni.gov.uk for further information.

If you have any questions about the competition process please contact:

nicsrecruitment@talentdog.com

Eligibility Criteria

Applicants must, by the closing date of Expression of Interest, possess:

1. At least a Level 3 BTEC National Certificate/Diploma in Civil Engineering;

AND

2. A minimum of 2 years' post qualification experience, in at least one of the following areas:
 - (i) Surveys, such as topographical, watercourse inspections, road inspections, site investigation, and setting line and level;
 - (ii) Preparation and updating of engineering drawings;
 - (iii) Use of computer applications in the workplace e.g. spreadsheets/CAD;
 - (iv) Construction or maintenance of Civil Engineering assets;
 - (v) Supervision of Civil Engineering site works, using contractors or direct labour;

(vi) Preparation of Civil Engineering contract documents e.g. specifications/bills of quantities;

(vii) Preparation of engineering reports and calculations e.g. site survey reports and feasibility reports.

AND

3. A full valid Category B driving licence which will permit the post holder to meet the requirements of the post in full.

AND

4. Access to a form of transport which will permit them to meet the requirements of the post in full.

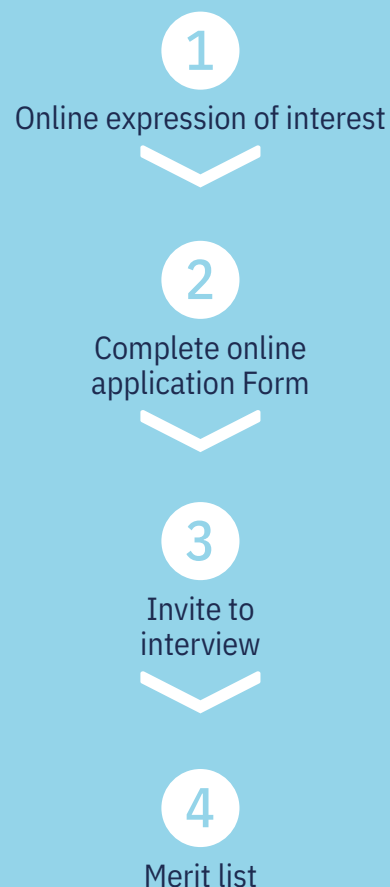
Applications will also be considered from applicants with relevant formal qualifications considered by the selection panel to be of an equivalent or higher standard to those stated.

Relevant or equivalent qualifications:
Please provide 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 sufficient detail, such as modules studied etc, so that a well-informed decision can be made.

You will be required to provide documentary evidence of your qualifications so please ensure you have these readily available.

The Recruitment process:



How to Apply:

To help inform your expression of interest, we encourage you to explore the DfI careers website before completing your application to find out more about the work of DfI, who we are, our values, the impact that we make and to hear from our people.

You are also encouraged to refer to the information provided in this Candidate Information Booklet and [NICS Competency Framework](#).

1. Expression of Interest

If you are interested in applying, make sure you meet the eligibility requirements. Complete your online Expression of Interest form making sure you supply a valid email address.

2. Online Application form

We will complete a formal screening of your Expression of Interest form to ensure your application is valid. Expressions of Interest deemed invalid will be withdrawn from the competition. Candidates who progress following screening will receive an email with a link to an Online Application Form (sent to the email address you provided). Online Formal Application Forms to be completed by 12 noon on 25th September 2026.

3. Invitation to interview

Candidates who meet the eligibility criteria will be invited to attend an interview in Assembly Buildings from 19th - 21st October.

4. Merit list

Candidates who meet the required standard and pass mark at the Interview Stage will be deemed suitable for appointment and will be placed on a list in order of merit, with the highest scoring candidate ranked first. NICS will allocate candidates to vacancies in the order listed. Candidates will be taken through pre appointment formalities. It is intended that the order of merit

will remain active for a period of 1 year. However, there is a possibility, although remote, that circumstances may arise where it will be necessary to extend the list for a further period. This will only occur where practical reasons for doing so arise.

Closing Date

Closing date for expression of interest:

12 noon (UK time)

16th September 2026

Location

The posts on offer will be based:

Locations across Northern Ireland.

The Interview

It is intended that interviews for this post will take place in Belfast, Assembly Buildings from 19th - 21st October 2026.

Assembly Buildings, Belfast

“There are lots of different jobs and different roles within the Department for Infrastructure where you can make a difference”



Interview Stage

Competence Based Interview

The selection process will include a competency-based interview. You are not allowed to bring notes or other personal documentation into the interview.

The core competencies we will assess are:

1. Making Effective Decisions

This area provides the opportunity to display Professional & Technical competence and your 2 years experience through the decisions taken in solving an engineering problem or developing / managing an engineering project.

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: 40

Minimum standard of 24

2. 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 effective service, applying programme and project management approaches appropriately and effectively to support service delivery.

Marks Available: 40

3. 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: 40

4. 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: 40

Total Marks Available: 160

Overall Pass Mark: 96

Minimum pass mark of 24 is required for the Making Effective Decisions competency question.

Selection panels will design questions to test the applicant's knowledge and experience in each of the areas above and award marks accordingly. Interviews are scheduled to last 30 minutes. There will be four lead questions on the four NICS core competencies and an overall minimum pass mark.

Applicant Guidance & Assessment Process

Interviews

It is intended that interviews for this post will take place in Assembly Buildings, Belfast from the 19th - 21st October 2026.

As this competition is being run to a very tight schedule, candidates should make themselves available for interview during the period specified above. Requests for reconvened interview time/date will only be considered in exceptional circumstances and on the dates above.

NICS Competency Framework

The selection process will assess candidates against the NICS competency framework at level 2.

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.

Guidance For Applicants

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-and-benefits-offices](https://www.nidirect.gov.uk/contacts/jobs-and-benefits-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

Artificial Intelligence

Artificial Intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience.

Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn.

Please see our candidate guidance, via the link below for more information on appropriate and inappropriate use.
<https://irecruit-ext.hrconnect.nigov.net/resources/documents/a/i/-/ai-candidate-guidance.docx> "Artificial Intelligence & Recruitment Guidance"

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.

Merit List

Those candidates who meet the required standard(s) and pass mark will be listed in order of merit with the highest scoring applicant ranked first. 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.

NICSHR Privacy Notice

NICSHR are committed to protecting your privacy. The NICS HR privacy notice is available via <http://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.

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 nicsrecruitment@talentdog.com Details of this will only be used for this purpose and will not form any part of the selection process.

Disability Requirements and Reasonable Adjustment Requests

We aim to ensure that all applicants have the opportunity to perform to the best of their ability.

If you require any reasonable adjustment, please indicate this in the box provided on the Online Formal Application Form. You should include details of your disability and the specific adjustment you need. We will consider all requests for reasonable adjustments for any stage of this recruitment process.

<https://irecruit-ext.hrconnect.nigov.net/pages/content.aspx?Page=Information-for-Disabled-Applcants->

You will need to provide relevant evidence to support your request for a reasonable adjustment – for example, an Occupational Psychologist report or a GP's medical statement.

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 the 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 that **ALL** applicants for external recruitment will be subject to a Nationality validation check.

Applicants must be either:

- (i) UK national; or
- (ii) National of the Republic of Ireland; or
- (iii) National of a Commonwealth country; or
- (iv) Nationals of the EU, Switzerland, Iceland or Liechtenstein with settled

or pre-settled status under the [European Union Settlement Scheme \(EUSS\)](#); or

- (v) Nationals of the EU, Switzerland, Iceland or Liechtenstein have made a valid application for settled or pre-settled status under [European Union Settlement Scheme \(EUSS\)](#).
- (vi) Relevant EEA or Turkish nationals working in the Civil Service or who have built up the right to work in the Civil Service; or
- (vii) Certain family members of the relevant EU, EEA, Swiss & Turkish nationals

ALL candidates are required to state their nationality and the category they are applying under in the Right to Work and Nationality Requirements response box in Part 1 of your application form.

For candidates applying under categories iii – vii you are required to provide the confirmation of Right to Work and Nationality Requirements, including your ‘Share code’ in the response box in Part 1 of your application form.

You should provide details of 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](#).

Failure to provide the requested information WILL result in your application being rejected.

[EU Settlement Scheme EU, other EEA, Swiss citizens and family members provides guidance on EUSS and certain family members.](#)

Where a candidate has a Right to Work status which has a time limitation, ongoing checks will be in place to ensure the Right to Work is maintained.

Further guidance on Nationality requirements is available via <http://www.nicsrecruitment.org.uk>

Security

Baseline Personnel Security Standard

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

- Your passport **OR**
- 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);

- 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 [Government baseline personnel security standard - GOV.UK \(www.gov.uk\)](#)

We will organise for a Criminal Record Check on all successful applicants to be carried out by AccessNI. The category of AccessNI check required for this post is a **Basic Disclosure Certificate**.

You should not be put off applying for a post because you have a conviction. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made.

Further information regarding the policy on the recruitment of ex-offenders and the vetting process is available at <http://www.nicsrecruitment.org.uk> in the Recruitment Policy and Procedures manual.

Security Policy for AccessNI Disclosure Information is available at <http://www.nicsrecruitment.org.uk> under Useful Information.

The AccessNI code of practice can be accessed via <http://www.nidirect.gov.uk/accessni>.

Those applicants who are being considered for appointment will be contacted by HRConnect, normally after the interview, and will be asked to complete the AccessNI application form. A request to complete this form should not be seen as a guarantee of an offer of appointment.

Failure to complete the application form and return it within the specified time will be regarded as 'no longer interested in the position' and your application will be withdrawn.

Some posts in the NICS involve staff having access to sensitive personal information either about citizens or employees. For this reason, employees in these roles are required to obtain a higher level of vetting. If you are prepared to undertake a higher level clearance, you will be required to provide additional personal information for the higher vetting levels.

For a small number of posts the Counter Terrorist Check (CTC) may also be

required. This includes that at point 1 above plus a check of Security Service records.

Criminal Record information is subject to the provisions of the Rehabilitation of Offenders (NI) Order 1978.

Diversity and Inclusion

The Northern Ireland Civil Service is an Equal Opportunities Employer

The NICS values and welcomes diversity and is committed to creating a truly inclusive workplace. Diversity and inclusion is reflected in and embedded across the entire range of NICS employment policies and practices, such as: Transitioning at Work Policy, Dignity at Work Policy, Maternity Leave, Paternity Leave, Special Leave, Adoption Leave, Reasonable Adjustment Guidance and Alternative Working Policy.

The following groups are under-represented at this grade in the Northern Ireland Civil Service. We therefore particularly welcome applications from:

- Protestants
- Females
- young people (people under the age of 35);
- People with a disability; and
- People from minority ethnic communities.

All applications for employment are considered strictly on the basis of merit.

The Civil Service People Strategy 2025-2030 sets out our ambition for a collaborative and skilled civil service focused on outcomes and delivering for all with clear direction and focus across three key themes:

Skills and Capacity: Equipping our workforce to meet current and future demands;

Experience and Environment: Creating a supportive work environment; and

Leadership and Inclusion: Fostering strong leadership, inclusivity, and diversity.

As a large employer and with a responsibility for delivering services to citizens, equality, diversity and inclusion are important to us. The strategy contains a commitment to foster a culture of strong leadership, inclusivity, and diversity to drive better outcomes for our workforce and the public we serve.

To achieve our vision for an inclusive workplace culture where everyone can be free to be themselves and where everyone has the same opportunity to reach their full potential, we have an active Diversity Champions Network who work closely with our staff networks to

deliver actions to promote diversity and inclusion.

Disability Requirements

We will consider all requests for reasonable adjustments during this recruitment process. Please contact nicsrecruitment@talentdog.com

We 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

Feedback

The Northern Ireland Civil Service is committed to ensuring 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 as well as at interview.

Feedback in respect of eligibility 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.



Department for

Infrastructure

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Depairtment fur

Infrastructure

www.infrastructure-ni.gov.uk