No10 Hackathon – DART Team Questions

July 2023
Data services, Analysis and Research team

Are we recruiting the right people to the civil service?

The main focus is around knowledge of whether we are recruiting the right people into the Civil Service. What traits or skills are we advertising to potential applicants into CS. We have provided thousands of job descriptions to analyse, as well as other vacancy features. You may also want to dig for other potential data sources that would help improve analyses.

Sub Q1 - What does the ideal CS team look like?

Sub Q2 - What are the characteristics we inadvertently select when hiring people to the CS?

Sub Q3 - Is there a mismatch between civil service requirements and what skills/ behaviours/values applicants say they have?

Government
People Group

Cabinet Office

We have created a skills taxonomy using the job descriptions to pull out specific skills that we are asking for in job adverts.

This same pipeline developed can be used to discover which skills people have by using CV/Personal statement data as the input.

However there may be other approaches to pull out other features of the data, that will help us discover more insight about who we are trying to attract.