

Physician, heal thyself - healthier hiring for diaital government



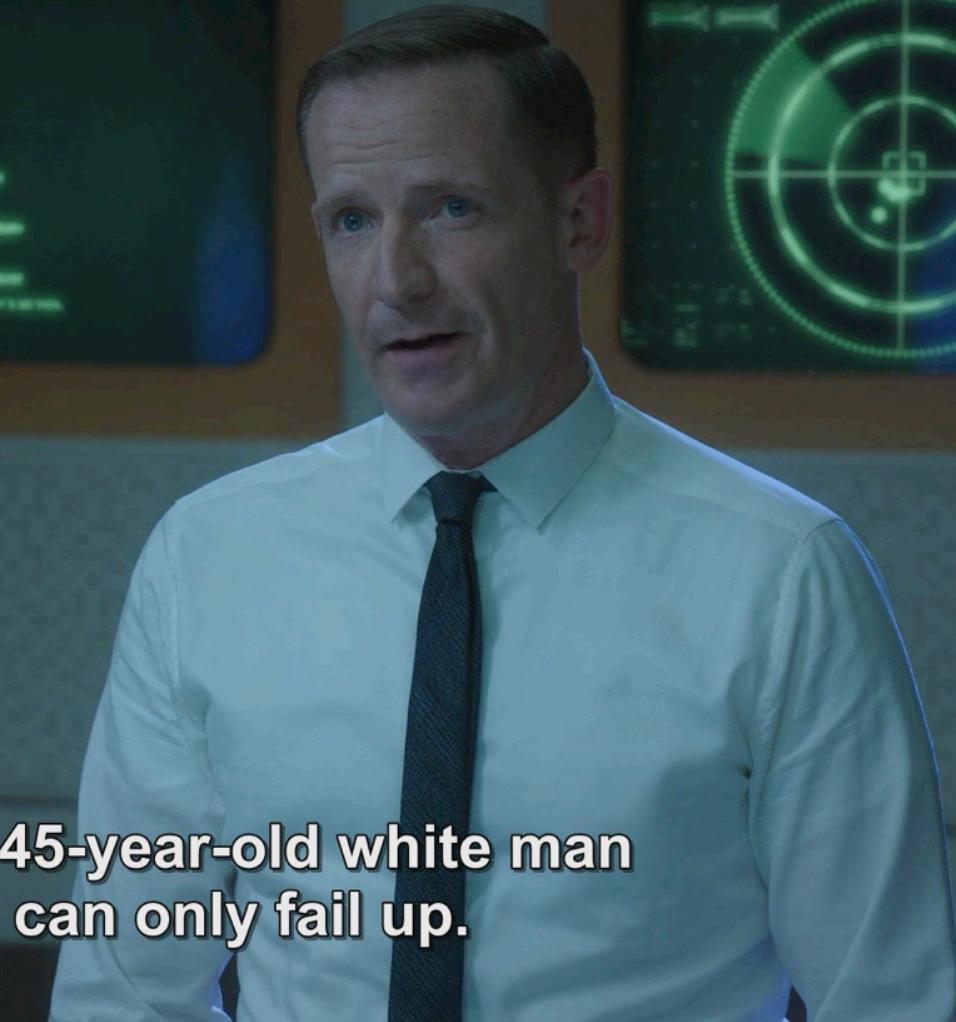
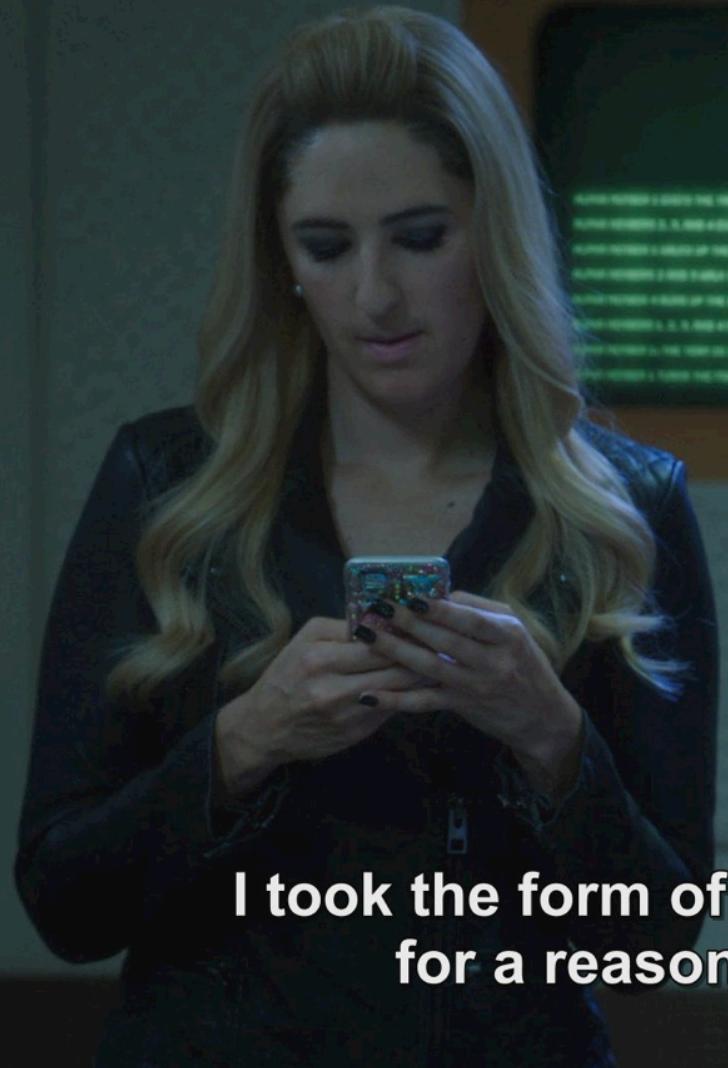
You are listening to

Jenny &

Jukesie







I took the form of a 45-year-old white man
for a reason. I can only fail up.

1.Hypothesis

2.Symptoms

3.Treatment

4.Follow-up

1.Hypothesis

2.Symptoms

3.Treatment

4.Follow-up

We need to design
hiring with the same
care we design
services

Most of government
is mostly service
design most of the
time

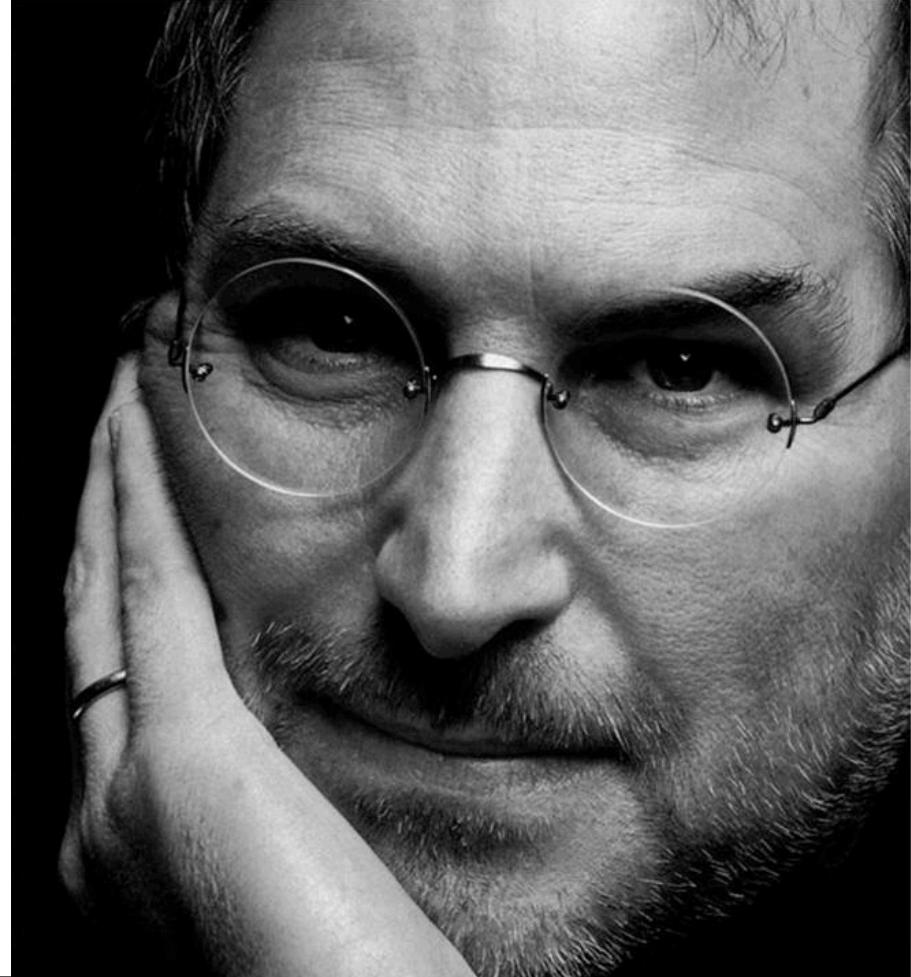
Most of government
is mostly service
design most of the
time

Most of government
is mostly hiring most
of the time

**The biggest digital
transformation
challenge is people
not technology.**

Us.

**Hiring the
best is your
most
important
task.**



Steve Jobs

1.Hypothesis

2.Symptoms

3.Treatment

4.Follow-up



When I spent 202 days in the jaws of civil service recruitment



Giuseppe Sollazzo

Aug 15, 2017 · 8 min read



Tweet

X

**Alex Benay** @AlexBenay · 5h

Want to join us at CIOB?

emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/appl...

1



8



10

**Beth Fox**

@firebethfox

Follow

Replying to @AlexBenay

I'm a curious person. I want to know what this opportunity is. So I followed this link (as you do...) and I want to now share my experience... Which I'm hoping you're already aware of.... and this is the project that **#CodeForCanada** is going to tackle... but humour me for a thread

6:34 PM - 19 Jun 2018

1 Retweet 5 Likes



3



1



5



Tweet your reply

Follow



ents from around
someone is
nt says share and

Growin g fast

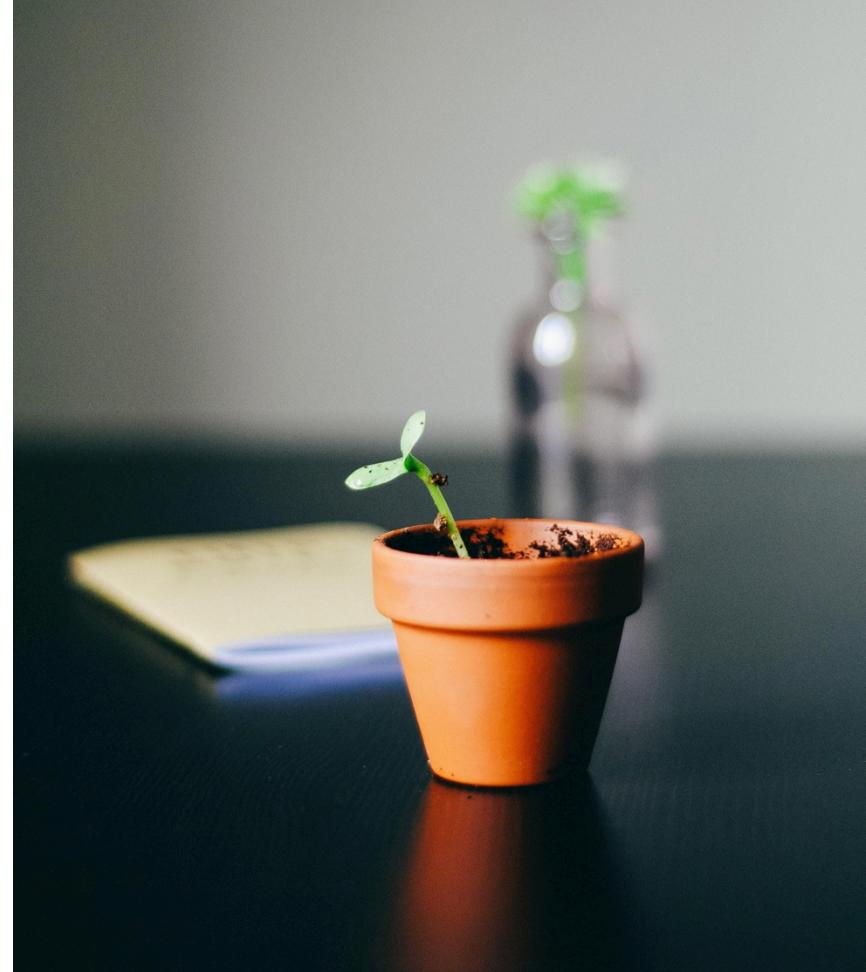
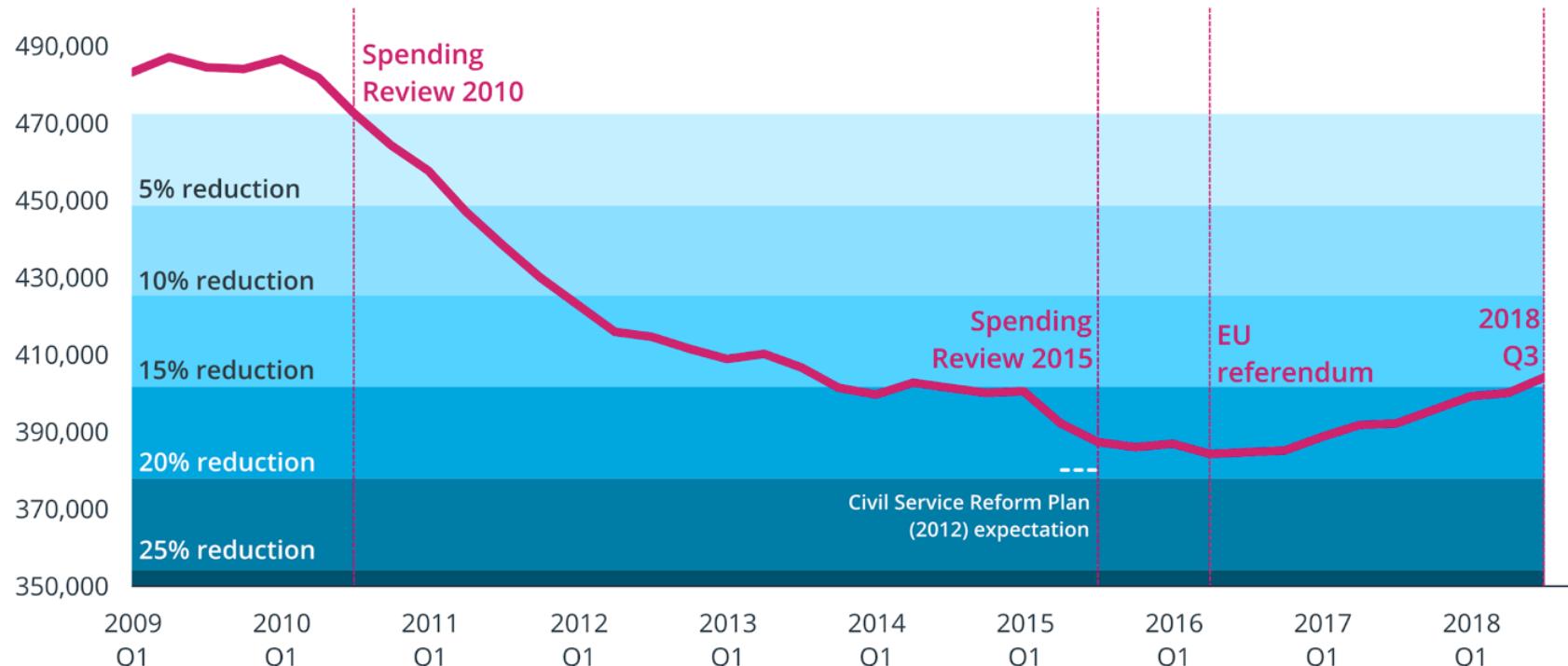
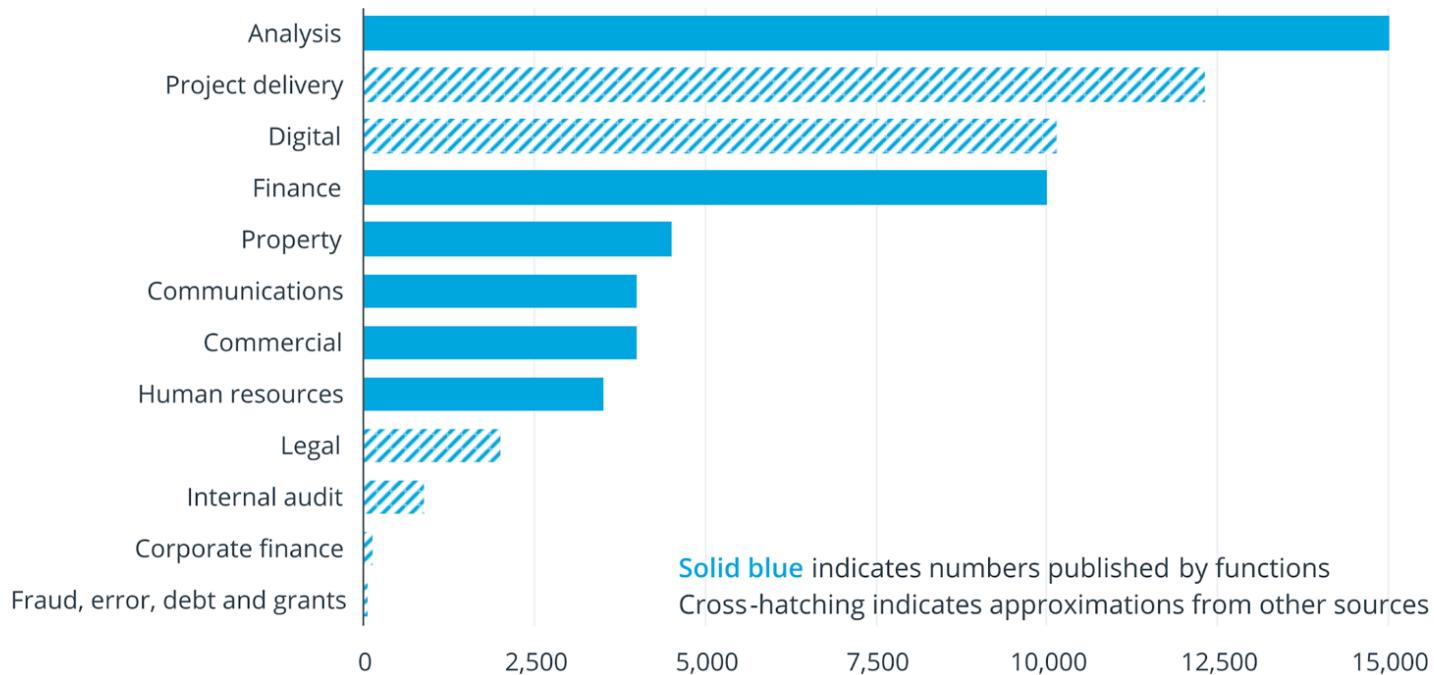


Photo by [Hello I'm Nik](#) on [Unsplash](#)

Civil service staff numbers (FTE), March 2009 to September 2018

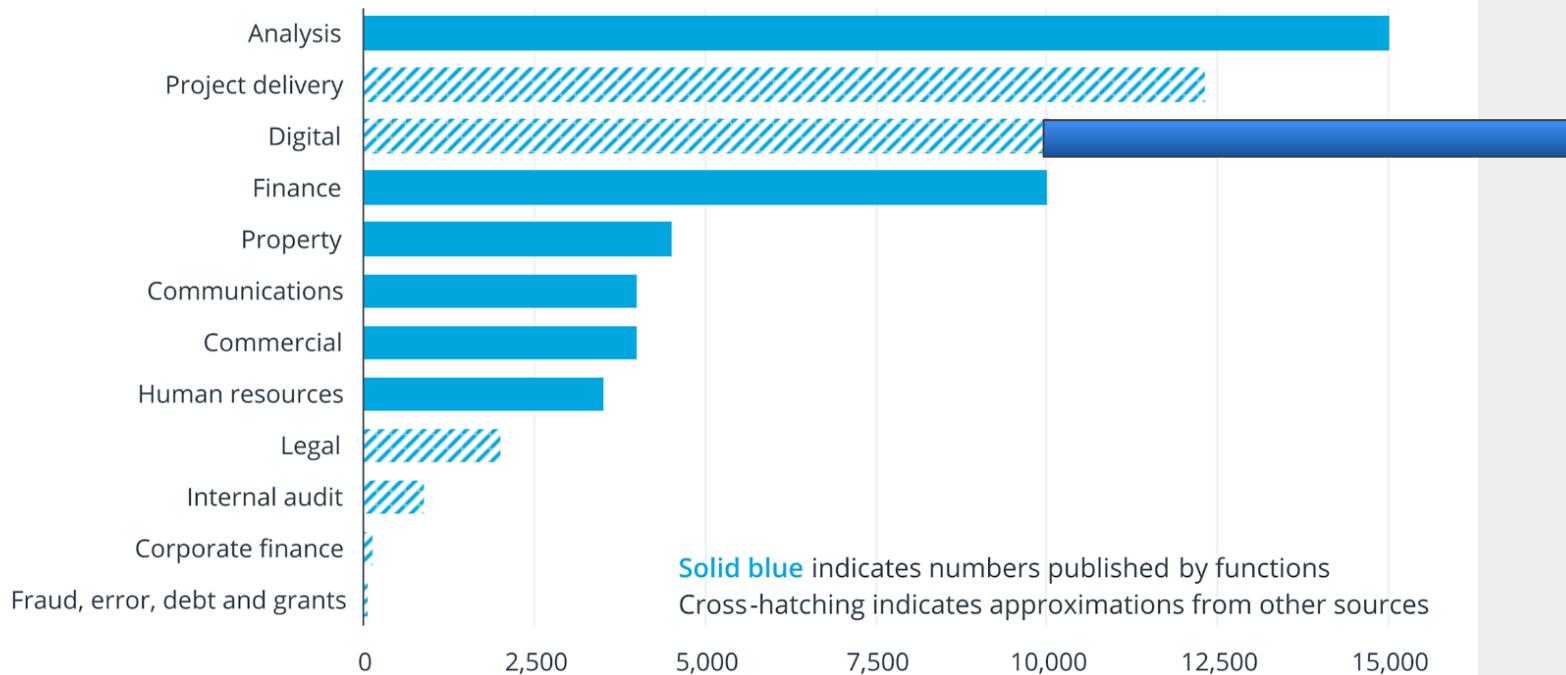


Source: Institute for Government analysis of ONS Public Sector Employment Data (Table 9), Q1 2009 to Q3 2018.



Source: Institute for Government analysis of <https://www.gov.uk/government/organisations/civil-service/about#functional-model>; ONS, Annual Civil Service Employment Survey, 2018; correspondence with individual functions; and other sources. In some cases we have used the figure for a similar profession from the ONS as an approximation. Larger estimates exist for the digital, data and technology profession (17,000) but we have used the latest ONS ACSES data here.





Source: Institute for Government analysis of <https://www.gov.uk/government/organisations/civil-service/about#functional-model>; ONS, Annual Civil Service Employment Survey, 2018; correspondence with individual functions; and other sources. In some cases we have used the figure for a similar profession from the ONS as an approximation. Larger estimates exist for the digital, data and technology profession (17,000) but we have used the latest ONS ACSES data here.

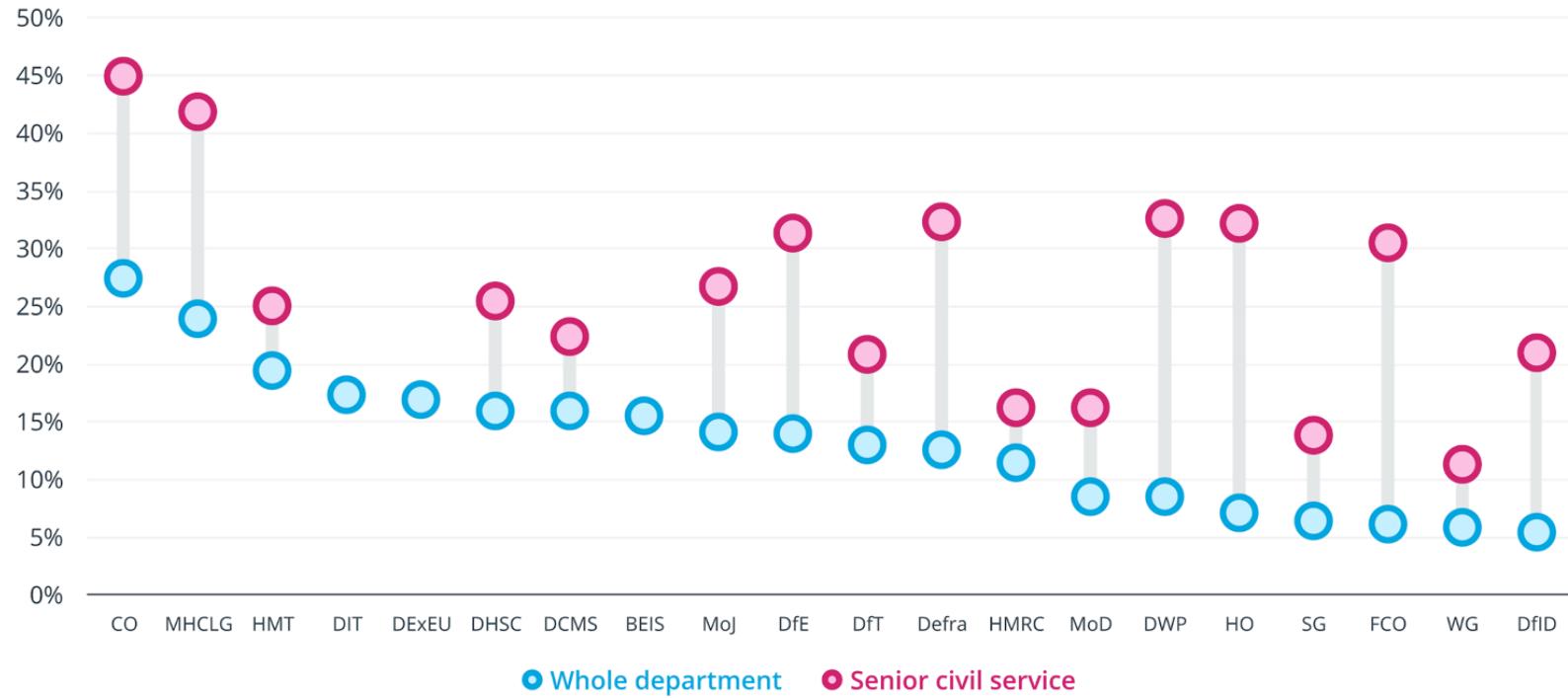


Rob
Peter to
pay
Paul



Percentage of all civil servants and senior civil servants who left the department, 2017/18

IfG

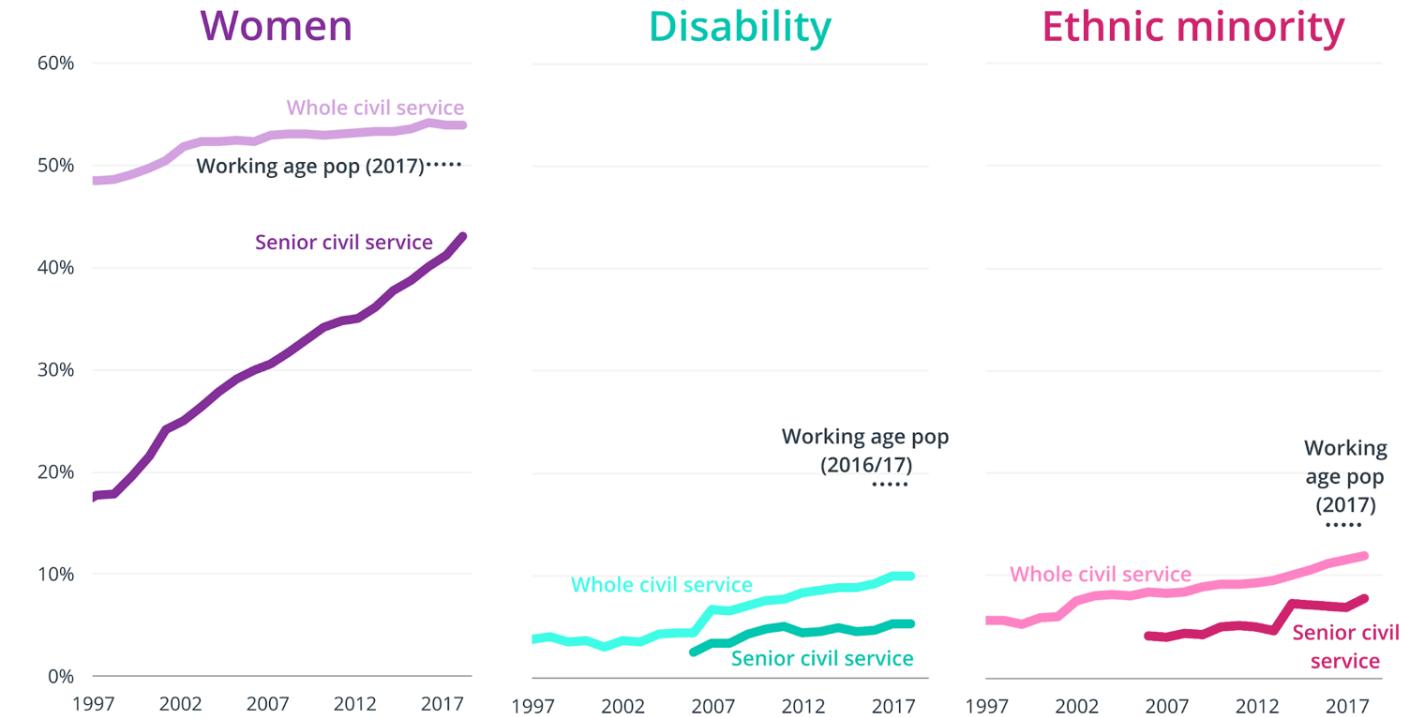


Source: Institute for Government analysis of data provided by the Cabinet Office. No SCS data available for DIT, DExEU, BEIS.





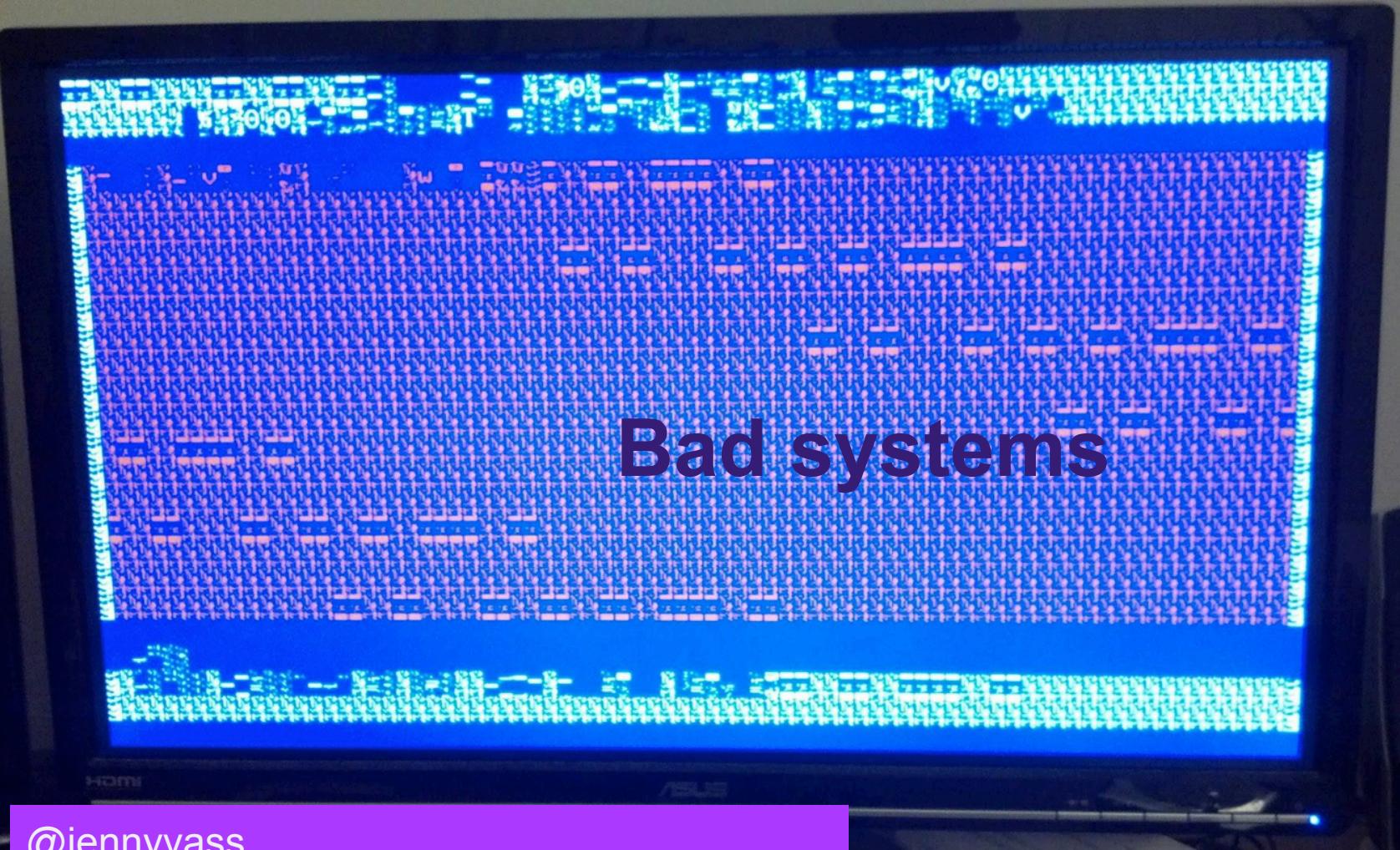
@jennyvass



Source: Institute for Government analysis of ONS, Annual Civil Service Employment Survey, 1997-2017; Cabinet Office, SCS database, 1996-2006; ONS, Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland, mid-2017; DWP, Family Resources Survey, 2016/17; Cabinet Office, Ethnicity Facts and Figures: Employment, September 2018.







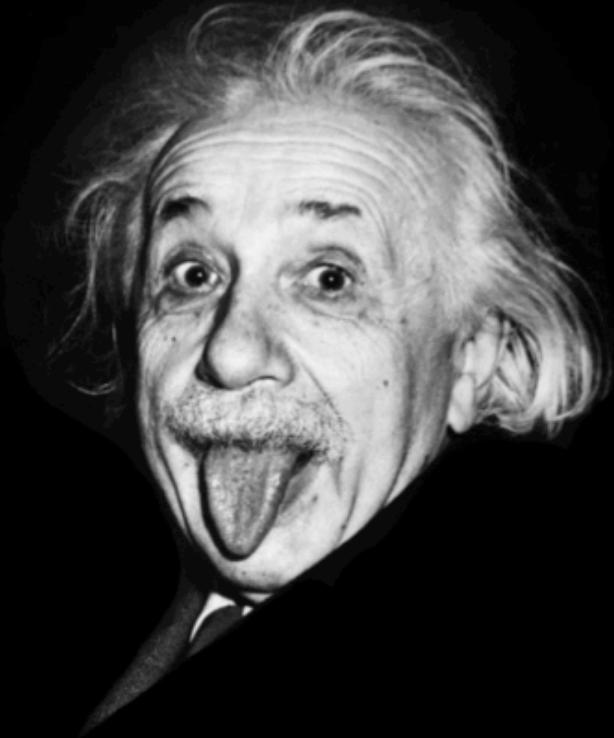
Bad systems

Hiring as a side hustle?



"Insanity is doing the same thing over and over again and expecting different results"

Albert Einstein

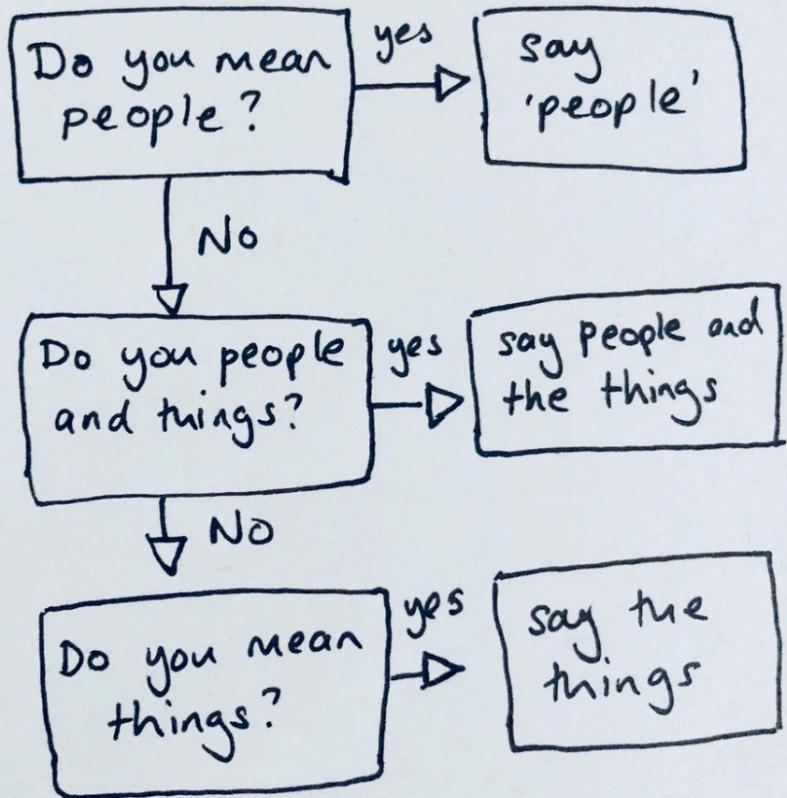




THE INTERVIEW

@jukesie

Should I say resources?...



Emily Webber
emilywebber.co.uk

1.Hypothesis

2.Symptoms

3.Treatment

4.Follow-up



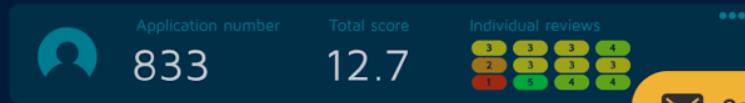
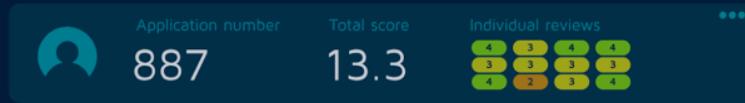
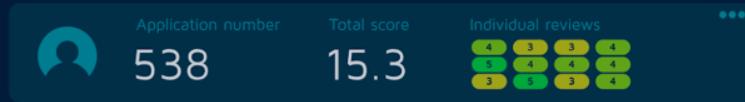
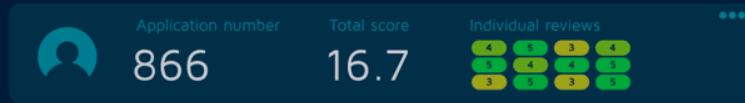
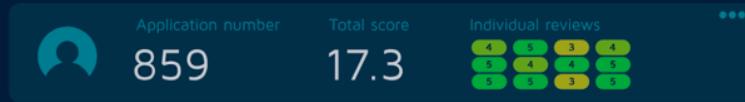
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Hire the best person for the job, regardless of their circumstan|

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@jennyvass

Candidate leaderboard

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Challenge your assumptions

When you first sit down to think about jobs,
what do you really, genuinely *need*?

Know your biases

It's not just about clicking through Unconscious Bias training

Ask the community for help.

Draft job descriptions on Hackpad. Twitter polls on job titles. Feedback on interview processes.

Ask the team for help.

Draft job descriptions on Hackpad. Twitter polls on job titles. Feedback on interview processes.

Ask the suppliers for help.

Draft job descriptions on Hackpad. Twitter polls on job titles. Feedback on interview processes.

Understand the applicant journey.

Where do they look for jobs. What are the blockers to them applying. What are their expectations.

Use consistent job titles.

Don't get cute. Don't be clever.

Do be clear. Do be honest.

Write real job descriptions.

Get people doing the jobs to help. It is OK to be aspirational but don't ask for the world.

Test those job descriptions

Gender decoder. Hemingway app. A/B test. Use free job boards, social media and mailing lists and track which work best.

Make the case for joining.

**Job descriptions are not enough. Write blogposts,
speak at meetups, sponsor unconferences.**

**HIRE
GOOD
PEOPLE**

**SHARE
WITH THE
COMMUNITY**

**DO
AWESOME
STUFF**

@missgeek
y



Play to your strengths.

If you can't compete on salary talk about other benefits.

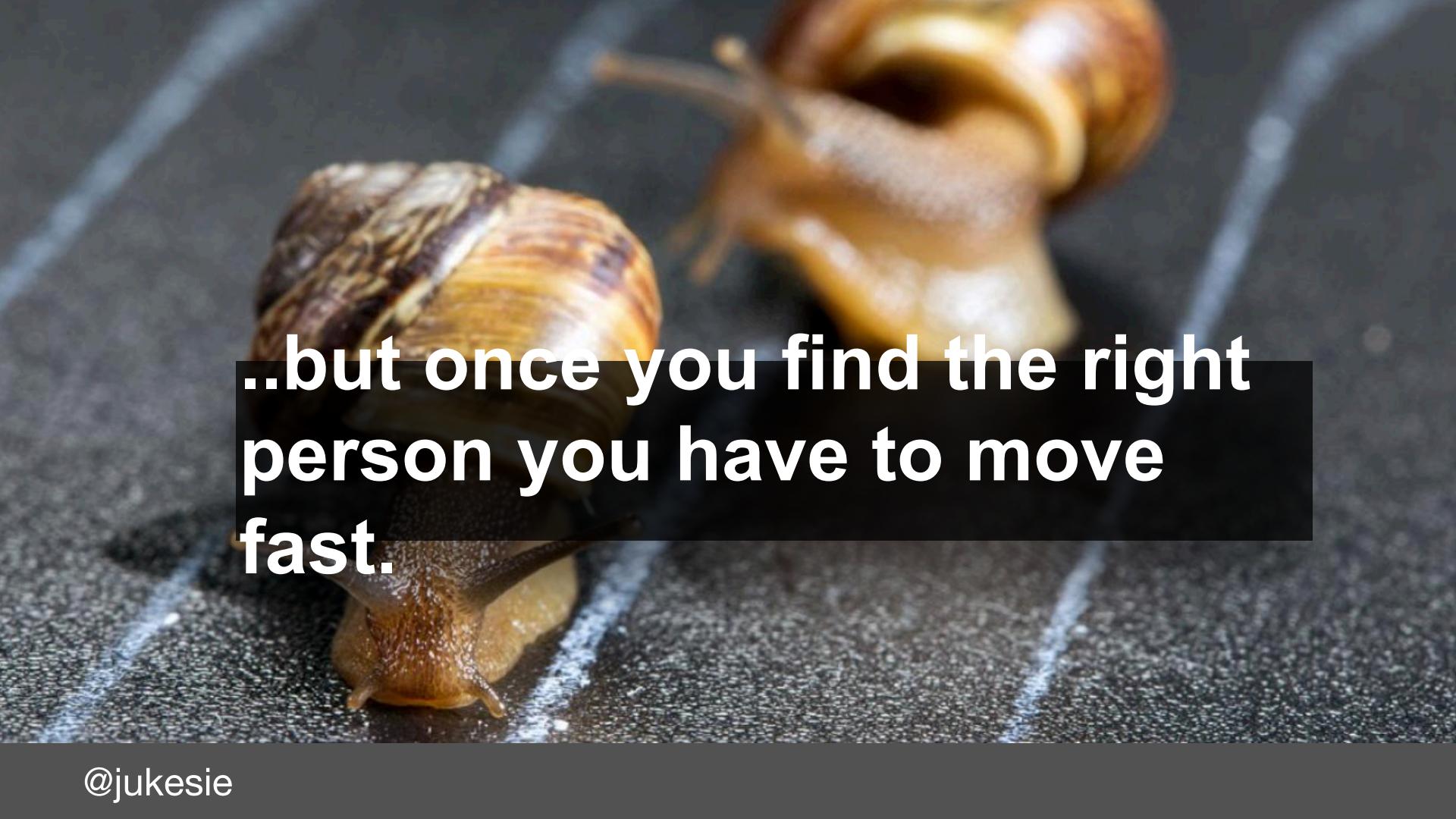
Not the foosball or the game nights.

The challenge. The mission. The team.

Better a hole than an a\$ \$hole

Be willing to wait.

There is often pressure to fill a vacancy. Waiting for the right candidate rather than the available candidate saves time in the long run.



**..but once you find the right
person you have to move
fast.**

A black and white photograph of a group of men dressed in vintage baseball uniforms, standing in a field of tall grass. They are wearing pinstripe shirts with a large letter 'S' on the chest, dark trousers, and caps. One man in the center is wearing a catcher's chest protector. The background is a dense field of tall grass or crops.

If you post it they will (not) come

The public service
internet **jobs**
newsletter

Take interviews seriously.

Use consistent questions. Never interview alone. Agree with other interviewer what you are looking for in a successful candidate. Specialist interviewers for specialist roles.

Publish

Your diversity stats, your ethics, the stages of your application process. Make it open.

Think about barriers.

If you're serious about building a good, diverse team,
consider what their barriers may be.

Live your values

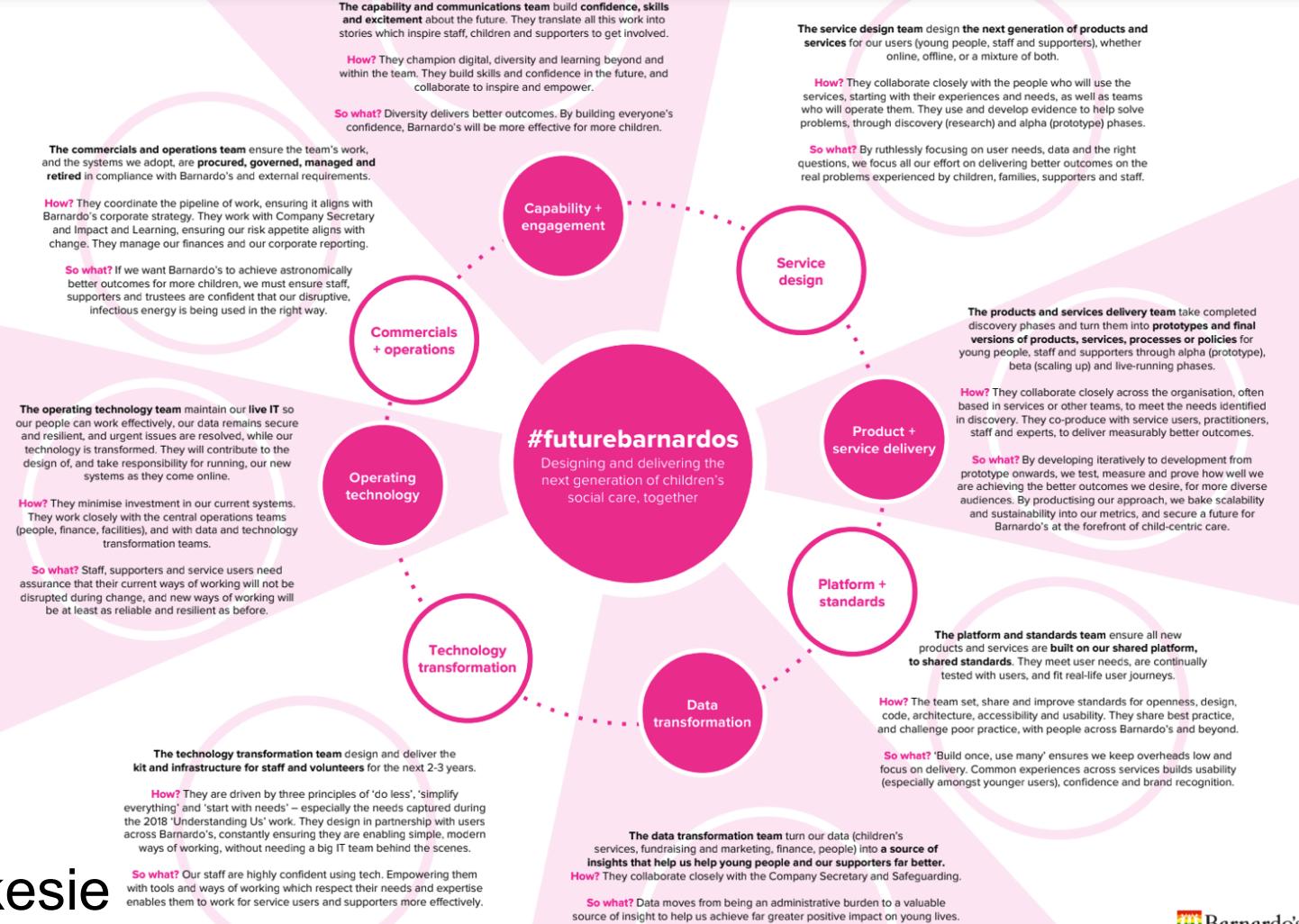
The bottom line: work in the open, share, support other organisations, *be a place people want to work*

1.Hypothesis

2.Symptoms

3.Treatment

4.Follow-up



PDS. blog. Parliament / f5bs

PAGE S

Recruitment process
end-to-end → interview
located

- Skills?
- Tonal values
- HR → why work here?
→ benefits?
→ flexi/core hrs

POSTS

- Content team
- Data & search
- Cognit other
- Mat's team
- VR + UX
- Design
- Product teams
- Delivery Managers

- Admin/service alert/support
- PMO
- Devs
- Web
- Matt
- D+S
- Technology
- Strategy planning + delivery
- Testers
- Security

HONESTY Box POSTS:

- + best & worst - what dopes us mad. Blockers like security/references/bloody post office

A brown dog stands on its hind legs, reaching up with its front paw towards the top center of the frame. The dog is wearing a dark collar with a red tag that has the name "MIA" on it. The background is a white wall.

Questions?