

## Recruitment and promotion process

*“a. what are the eligibility criteria to be considered as promotable?”*

DFID do not have a specific "promotable" definition. Each individual is eligible to apply for a new role on promotion at the point it reaches [stage three in the Civil Service recruitment process](#). Candidates are considered on the basis of their suitability to that specific role.

*“b. what is the nature of the assessment (interview, board, test, etc)?”*

Selection tools vary by role but tend to comprise of all or a combination of: competency based interview; group exercise; presentation; and technical competence test.

*“c. any existing equality impact assessment to identify why pass rates are different for different groups (for example, those with a disability).”*

We do not currently have a formal equality impact assessment for recruitment. We intend to review this in 2016 as part of our developing inclusion strategy.