



INFORMATION FOR APPLICANTS

ECONOMIST (DE/19)

CLOSING DATE:

Friday 22nd February 2019

AT 12:00 NOON (GMT)

Invest NI is an Equal Opportunities Employer

Invest NI is committed to equality of opportunity and welcomes applications from suitably qualified people from all sections of the community.

At this time, it particularly welcomes applications from people with disabilities and from minority ethnic groups.

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Prior to completing the application form we recommend that applicants familiarise themselves with the contents of this information pack. The pack includes:

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About Invest Northern Ireland

As the regional business development agency, the role of Invest Northern Ireland (Invest NI) is to grow the local economy. We do this by supporting new and existing businesses to compete internationally, and by attracting new investment to Northern Ireland.

A non-departmental public body, we are part of the Department for the Economy, and we provide strong government support for business by effectively delivering the Government's economic development strategies.

Invest NI offers the Northern Ireland business community a single organisation providing high-quality services, programmes, support and expert advice.

We principally support those businesses that can make the greatest contribution to growing our economy. These are businesses that have ability to grow and drive productivity in the economy and are keen to export their goods and services outside Northern Ireland.

This is an exciting time for Invest NI as the organisation is in the second year of successfully delivering against the ambitious objectives set out in our Business Strategy (2017-2021), and sets an ambitious path through which Invest NI will deliver outcomes.

Our strategy provides a clear route aligned with the Northern Ireland draft Programme for Government and the associated Industrial Strategy - Economy 2030 to help deliver a strong, competitive, regionally balanced economy where we have more people working in better jobs.

For more information about Invest NI please go to the Invest NI web site, www.investni.com

Invest NI Vision and Values

Our vision and values outline what we aim to achieve and how we will act in all our dealings with customers and stakeholders.

OUR VISION

We will champion the growth of innovation and exports to build a local economy that competes globally. We will be a world leading business development agency.

OUR VALUES

Customer focus: We are highly responsive and proactive, creating value adding relationships. We will deliver on the identified needs of our customers.

Respect: We show mutual regard for all others, value diversity and are committed to the organisation.

Integrity: We take responsibility for all our actions, in particular the management of risk, and are vigilant in managing public money. We are honest and fair with each other and our customers (stakeholders).

One Team: We are one team working to achieve shared goals.

Passion: We believe in and are enthusiastic about what we do. We have a desire to succeed, to continually innovate and look for ways to do things better.

Professional: We are clear, concise and straightforward. We continually develop and apply our skills and knowledge to provide a high quality service.

Performance: We strive to achieve our goals in line with Invest NI's strategy, policy and procedures.



JOB OVERVIEW

More about the Strategy Group

The role of the Strategy Group is to lead the development of Invest NI's business strategy in response to the NI Executive's economic agenda and Department for the Economy's policy objectives. In carrying out its role, the Strategy Group encourages cross-functional co-operation, provides focused leadership on strategy development and promotes an evidenced based approach to decision making.

The Group comprises four core teams as follows: Economics, Strategy, Corporate Information, and Strategic Relations. The recently established Brexit Team also sits within the Group.

The Strategy Group provides a range of economic intelligence and information to support corporate decision making. In addition, the Group works closely with the Department for the Economy, contributing to the formulation of strategic planning and policy.

More about the Economics Team

The Economics Team works across Invest NI providing high quality advice and analysis in order to enhance the effectiveness and value for money of the organisation's interventions. The team works extensively with Invest NI's Executive Leadership Team and Board to inform decision making and enhance the understanding of economic issues and challenges.

The diverse work of the team covers five main areas:

- Strategy and policy - analysing the potential impacts of new policies and interventions e.g. reducing the NI rate of Corporation Tax, new migration rules and access to skills.
- Economic appraisal – providing advice and constructive challenge on the value for money of projects and programmes seeking Invest NI support.
- Evaluation – overseeing Invest NI's evaluation of programmes and solutions enabling performance and impact to be robustly assessed and lessons to be learnt.
- Briefings and knowledge sharing – providing thought leadership and strategic advice to the Executive Leadership Team and Board. There is also a range of activity to enhance awareness and understanding of the performance of the NI economy through briefings, articles and presentations.
- Organisational development – contributing to Transform, Invest NI's change management initiative, and enhancing the understanding of economic appraisal and evaluation practice via training and user-friendly guidance materials.

More about the role

The current work programme of the Economics Team is dynamic and varied. A new strategic approach to programme evaluation is now in place with the first assignment due to progress shortly. Work is ongoing in relation to the implications of the UK exit from the EU for the NI economy as well as on productivity, sub-regional growth and other key economic issues.

The post-holder will be expected to work flexibly across a number of projects and act as a trusted advisor to a range of internal and external stakeholders. The role involves regular interaction with Invest NI's Executive Leadership Team and the Invest NI Board.

The successful candidate will be joining a well-regarded and respected team, and will play a key role within the Strategy Group and the wider organisation. They will work closely with colleagues in the Economics Team and be regarded as a trusted advisor by senior management and stakeholders.

Salary

The salary range for this position is £36,812 - £40,473 per annum (Deputy Principal Grade, 2017 Pay Scale). The **entry point** for the successful candidate will be at the minimum of the range.

Pension

We offer all employees access to an attractive pension scheme. Full details can be found on the Principal Civil Service Pensions Scheme (Northern Ireland) website at <https://www.finance-ni.gov.uk/landing-pages/civil-service-pensions-ni>.

Key Responsibilities

- Analysing and interpreting information and providing evidence based conclusions to inform investment decisions and maximise value for money.
- Reviewing and analysing data and information on economic challenges and trends to inform Invest NI's operations as well as future strategy and policy.
- Providing high quality ad-hoc advice, support and insight on current economic issues.

In addition to the above responsibilities, the post-holder will oversee Invest NI's evaluation programme, working closely with colleagues and officials in the Department for the Economy. The role will also involve:

- Managing the Economist Services Framework Contract, including advising external suppliers, quality assuring reports and managing the annual budget.
- Contributing to continuous organisational improvement e.g. through the development of enhanced guidance materials, economic appraisal methodology, and delivery of training in evaluations and economic appraisal.

- Leading the preparation of briefings, presentations and papers on the NI economy and other relevant economic issues.
- Deputising for the Head of the Economics Team on occasion where appropriate.

PERSONNEL SPECIFICATION

All applicants must, by the closing date for applications, be able to demonstrate the following:

1. *That they are a qualified economist with at least a 2nd class Honours degree or post graduate qualification in economics or in a subject where the study of economics is a major component;
 2. Recent experience of carrying out and / or quality assuring economic impact and value for money assessments as part of an appraisal, review or evaluation project.
 3. Effective analytical and interpretation skills for the purpose of contributing to organisational strategies, policies or programmes;
 4. Experience of creating, developing and maintaining trust in senior internal and external customer focused relationships and influencing outcomes through the use of excellent interpersonal and communication skills (oral and written).
 5. Experience of effectively leading and managing multiple projects/initiatives simultaneously ensuring that tight deadlines and customer requirements are met.
- **Major component** has been defined as including modules on both macroeconomics and microeconomics, plus at least one other economics module (e.g. econometrics, labour market economics, public sector economics, regional economics, health economics).
 - **Recent** has been defined as 'within the past 8 years'.

***Candidates will be asked to provide original copies of their qualifications.**

Points to note

- You should ensure you provide evidence of your experience on your application form, giving length of experience, examples and dates as required. Please refer to the Privacy Notice at page 15 for information as to how your personal data will be processed stored and shared by Invest NI.
- It is not sufficient to simply list your duties and responsibilities.
- Invest NI will not make assumptions from the title of the applicant's post as to the skills and experience gained.
- It is vital that candidates highlight their specific role and contribution by using actual examples to illustrate their experience against the criteria.

SELECTION PROCESS

Application Forms

To ensure equality of opportunity for all applicants:

- The space available on the application form is the same for all applicants and must not be altered or re-formatted;
- We will not accept CVs or any other supplementary material in addition to completed application forms;
- Applicants must complete the application form in Arial size 10 font, or block capitals using black ink;
- We will not accept any applications which are received after the closing date;
- Invest NI will organise a Criminal Record Check on successful applicants to be carried out by AccessNI. The category of AccessNI check required for this post is Basic Disclosure Certificate. You should not put off applying for a post because you have a conviction and any disclosure will be seen in the context of the job description, the nature of the offence and the responsibility for the care of existing clients and employees. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made;
- For more information, the address of the AccessNI website is: <http://www.accessni.gov.uk/>. Applicants who are being considered for appointment will be asked to complete the AccessNI application form. Please note that 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.

- Criminal Record information is subject to the provisions of the Rehabilitation of Offenders (NI) Order 1978. A copy of Invest NI's Policy on the Recruitment of Ex-Offenders is available upon request.

All applications for employment are considered strictly on the basis of merit. Completed applications, which demonstrate the experience and skills sought, must be submitted to **the Monitoring Officer by 12.00 noon GMT on Friday 22nd February 2019.**

Shortlisting

A shortlist of candidates for interview will be prepared on the basis of the information contained in the application. **Candidates are therefore reminded that the responses in their application form should demonstrate how and to what extent they satisfy each of the criteria outlined.**

Shortlisting will be conducted against Criteria 1, 2, and 5 as appropriate. Invest NI will not make assumptions from the title of the applicant's post or the nature of the organisation as to the skills and experience gained, and it is not appropriate simply to list the various posts that an applicant has held.

It is vital that candidates highlight their specific role and contribution by using actual examples to illustrate their experience against the criteria.

Only those candidates who, from the information supplied on the application form, most closely match the knowledge, skills and competencies required for the post will be shortlisted.

Application forms which do not provide the necessary detailed information in relation to the knowledge, skills and criterion required will be rejected.

Interview and Assessment

Shortlisted candidates will be invited to an assessment and interview scheduled to take place on **20th March 2019.**

The panel's decision at every stage of the selection process is final.

ADDITIONAL INFORMATION

Travel

It is not Invest NI's policy to pay travel expenses to any candidate attending interview unless their journey is from outside Northern Ireland or the Republic of Ireland. For these candidates, expenses will be payable only for flight or ferry crossings to a maximum of £100, on presentation of valid receipts, and only for attendance at final interviews.

Canvassing

Canvassing in any form is not allowed.

TERMS AND CONDITIONS

Appointment

The appointment is permanent and full-time.

The salary range for the position is £36,812 - £40,473 per annum. (Deputy Principal Pay Scale August 2017). The **entry point** on the salary range for the successful candidate will be the minimum of the range.

The person appointed will be expected to take up the position as soon as possible. All other terms and conditions remain unaffected.

Prior to a candidate taking up their new duties, the successful candidate must:

- Supply a copy of their birth certificate.
- Enter into an agreement setting out the terms of their appointment.
- Supply documentary evidence of qualifications.

Location

The position is based in our Belfast Headquarters.

Hours of Work

The standard working hours are 37 per week, Monday to Friday. Employees will be required from time to time to work outside normal working hours to fulfil the demands of the role.

Reference / Vetting Requirements

Appointment is subject to receipt of two satisfactory references. The successful candidate will also be required to be cleared to Standard background check carried out by Access NI.

Conflicts of Interest

Candidates must note the requirement to declare areas of actual, potential or perceived conflict with the interests of Invest NI. The successful candidate will be required to make such declarations upon offer of employment and annually thereafter for Invest NI's consideration.

The successful candidate will be required to abide by the rules adopted by Invest NI in relation to private interest and possible conflict with public duty; the disclosure of official information; and political activities.

Probation

The successful appointee will be subject to a 10 month probationary period. At the end of this period, subject to satisfactory performance and attendance they will be confirmed in post. If their performance, conduct or attendance during this period is not satisfactory the appointment may be terminated.

Annual Leave Arrangements

The leave year runs from 1 February – 31 January. In addition to 12 Public and Privilege holidays, your annual leave entitlement is 25 days per annum. Leave entitlement in the period prior to the start of the new leave year is calculated on a pro-rata basis.

Flexible Working Hours

Invest NI operates a flexible working scheme. Staff are required to be in attendance between the hours of 10.00am to 12.00pm and 2.00pm to 4.00pm. Aside from core time, staff may work flexibly from 8.00am to 6.00pm with a minimum of half an hour for lunch. At management discretion and without adversely affecting the overall efficiency of Invest NI, staff who have built up enough hours each month can take up to a maximum of 3 flexible working days. A credit of up to 3 days or a deficit of up to 2 days may be carried forward into the following month.

Pensions

All staff are eligible to join the Principal Civil Service Pension Scheme Northern Ireland (PCSPSNI).

Further detailed information, booklets are available via the Civil Service Pensions website at: <http://www.dfpni.gov.uk/civilservicepensions-ni/index>

Any further queries about pension arrangements for new appointees to Invest NI should be addressed with Civil Service Pensions Branch.

Learning and Development

Invest NI is an Investors in People accredited organisation and is committed to supporting staff to reach their full potential. Invest NI actively develops all staff and invests significantly in training and development for business success and growth. This includes on-the-job training, external training and, where appropriate, further education.

Other benefits

Invest NI has a range of policies designed to assist staff achieve a Work / Life Balance, including flexible working practices (for example parental leave), provision of special leave for emergencies and employee welfare services.

Invest NI staff also have access to a number of schemes including Employers For Childcare, Healthcare, Cycle to Work, and Annual Commuter Travel Card.

No Smoking Policy

Invest NI operates a no smoking policy in all its offices.

Equality of Opportunity

Invest NI is committed to a policy of Equality of Opportunity in its employment practices and aims to ensure that no actual or potential job applicant or Staff Member is discriminated against, either directly or indirectly, on the grounds of gender, gender reassignment, marital (or civil partnership) status, disability, race, community background or political persuasion, age, dependants, sexual orientation, pregnancy and maternity or Trade Union membership.

Each person shall have equal opportunity for employment, training and advancement in Invest NI on the basis of ability, qualifications and performance. This maximises the effective use of human resources in the best interests of both the organisation and the individual.

Invest NI is committed to equality of opportunity and welcomes applications from suitably qualified people from all sections of the community.

To facilitate Equality of Opportunity Invest NI offers a range of family friendly policies which reduce barriers to combining work and family commitments.

To help ensure that we are meeting our Equality of Opportunity obligations, Invest NI monitors the composition of staff and applicants. This monitoring helps to assess whether any of our policies, procedures or activities are operating to the detriment of any particular grouping within our diverse society. **Therefore the monitoring form included with your application form is regarded as part of your application and should be completed and returned.**

The monitoring form will not be shown to the selection panel. It will be separated from the application form by the monitoring officer, and transferred to a computer based monitoring system. There it will be protected, access restricted and used strictly in line with good practice procedures.

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Annex A

INTERVIEW GUIDANCE

If this is your first experience of a criterion-based interview, bear in mind that it does not require you to:

- talk through previous jobs or appointments from start to finish;
- discuss your background and experience at a general level; or
- provide any information that is not relevant to the post for which you are applying.

A criterion-based interview does however require you to:

- focus exclusively on the criteria required for effective performance in the role; and
- provide specific examples of your experience in relation to the required criteria.

In preparation for the interview you may wish to think about having a clear structure for each of your examples, such as:

- **Situation** – 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.

It is strongly recommended that you familiarise yourself with the criteria outlined in this pack. The interview panel will ask you to provide specific examples from your past experience in relation to each of the criteria areas.

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 criteria area. You may draw examples from any area of your work / life experiences.

PRIVACY NOTICE – JOB APPLICANTS

WHO WE ARE – THE DATA CONTROLLER

'We' are Invest Northern Ireland, a public body registered at Bedford Square, Bedford Street, Belfast, BT2 7ES.

We are the "Controller" for the purposes of data protection law. This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this privacy notice because you are applying for work with us (whether as an employee, worker or contractor). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under the General Data Protection Regulation ((EU) 2016/679) (GDPR).

DATA PROTECTION PRINCIPLES

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

WHAT INFORMATION DO WE HOLD AND HOW DO WE OBTAIN IT?

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided to us in your application form.
- The information you have provided on our application form, including name, title, address, telephone number, personal email address, date of birth, gender, employment history, qualifications.
- Any information you provide to us during an interview and the results of any written or online selection tests.

We may also collect, store and use the following "special categories" of more sensitive personal information:

- Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions.
- Information about your health, including any medical condition, health and sickness records.

- Information about criminal convictions and offences.

How is your personal information collected?

We collect personal information about candidates from the following sources:

- You, the candidate.
- Any recruitment agency, involved in your recruitment. The recruitment agency may provide us with a copy of your CV and contact details.
- Access NI.
- Your named referees, from whom we collect the following categories of data: references if you are successful.

How we will use information about you

We will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for the role.
- Carry out background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Keep records related to our hiring processes.
- Comply with legal or regulatory requirements, e.g. the obligation on us not to discriminate during our recruitment process or employ someone who does not have the right to work in the UK.

It is in our legitimate interests to decide whether to appoint you to the role since it would be beneficial to our business to appoint someone to that role.

We also need to process your personal information to decide whether to enter into a contract of employment with you.

Having received your application form, we will then process that information to decide whether you meet the basic requirements to be shortlisted for the role. If you do, we will decide whether your application is strong enough to invite you for an interview. If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to offer you the role. If we decide to offer you the role, we will then take up references and/or carry out a criminal record before confirming your appointment.

If you fail to provide personal information

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application. For example, if we require a credit check or references for this role and you fail to provide us with relevant details, we will not be able to take your application further.

HOW WE USE PARTICULARLY SENSITIVE INFORMATION

We will use your particularly sensitive personal information in the following ways:

- We will use information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during interview.

- We will use information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation, to ensure lawful and meaningful equal opportunity monitoring and reporting.

Information about criminal convictions

We may process information about criminal convictions where we are legally authorised to do so.

We will collect information about your criminal convictions history if we would like to offer you the role (conditional on checks and any other conditions, such as references, being satisfactory). We will carry out a criminal records check in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role.

AUTOMATED DECISION MAKING

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

DATA SHARING

Why might you share my personal information with third parties?

We may share information relevant to any request by you for adjustments to the recruitment process as a result of an underlying medical condition or disability with medical / occupational health professionals to enable us to identify what, if any, adjustments are needed in the recruitment process and, if you are successful, once you start work. Our legal basis for sharing this information is that it is necessary for entry into a contract; it is in our legitimate interest to consider adjustments to enable job applicants to participate fully in the recruitment process and it is necessary to comply with our legal obligations.

We may share your personal data that is relevant, where appropriate, with our legal and other professional advisers, in order to obtain legal or other professional advice about matters related to you or in the course of dealing with legal disputes with you or other job applicants. Our legal grounds for sharing this personal data are that it is in our legitimate interests to seek advice to clarify our rights and obligations and appropriately defend ourselves from potential claims; it is necessary to comply with our legal obligations / exercise legal rights in the field of employment and it is necessary to establish, exercise or defend legal claims.

We may share your right to work documentation with the Home Office, where necessary, to enable us to verify your right to work in the UK. Our legal ground for sharing this personal data is to comply with our legal obligation not to employ someone who does not have the right to work in the UK.

DATA SECURITY

Invest NI maintains an Information Security Management System certified to the international security standard ISO 27001 to protect the confidentiality, integrity and availability of corporate information, including your personal data. We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. These include physical and administrative security measures at our offices, firewalls

and continuously updated anti-virus programmes and encrypted storage. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

Our Company data is stored in the following locations:

- On ICT systems located in Invest NI Belfast and Newry Offices.
- Locked filing cabinets.
- Secure Off Site Storage.

DATA RETENTION

How long will you use my information for?

We will retain your personal information for a period of 3 years after we have communicated to you our decision about whether to appoint you to role. We retain your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with our data retention policy.

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.

YOUR RIGHTS

Under certain circumstances, by law you have the right to:

Request access to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.

Request correction of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.

Request erasure of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).

Object to processing of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.

Request the restriction of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.

Request the transfer of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact us as at dpo@investni.com.

Note too that you have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues. Details of how to contact the ICO can be found on its website: <http://ico.org.uk>