

## Experienced Professional Recruitment and Development Centre

### Experienced Professional Competency Framework

The ONS Experienced Professional RDC is designed to assess nine competencies identified as essential for researchers and statisticians. These are presented below along with a brief description.

<p>A) Interpersonal Qualities / sensitivity</p> <p>Working cooperatively with others to achieve results.</p>	<p>B) Communicating</p> <p>Strong communicator to include being clear / precise / concise in speech, showing good non verbal communication and an awareness of the audience / surroundings.</p>
<p>C) Professional Areas</p> <p>Knowledge and understanding of the ONS and Official Statistics.</p>	<p>D) Managing Work (to inc delivering quality outcomes)</p> <p>Planning and executing projects / work to business and customer expectations and to agreed timescales, specification and budget. Optimising the provision, allocation and use of finance and resources. Also ensuring that it is appropriate to brief, to customer expectations, and implementing innovative improvements and quality assurance.</p>
<p>E) Core and desirable technical knowledge.</p> <p>Displays statistical / research expertise in accordance with expectations of applicable role. To include essential skills / knowledge to be assessed via a 20minute multiple choice test and a 20 minute short answer test.</p>	<p>F) Collection of Data</p> <p>Displays a knowledge of a variety of data sources, issues around their use, and an understanding of their limitations</p>
<p>G) Analysis and Interpretation.</p> <p>Able to determine nature and definition of complex information. Including having undertaken complex analysis of data and displaying a thorough understanding of statistical / research methods.</p>	<p>H) Dissemination</p> <p>Has experience of the issues concerning data dissemination, and of understanding communicating information.</p>
<p>I) Managing / Leading</p> <p>Ability to confidently manage / lead / mentor staff. Experience of improving / managing performance as well as developing and nurturing potential.</p>	

**Exercises to be conducted, approximate timings and which competencies are assessed during each:**

<p><b>Competency Based Interview</b></p>	<p>40 - 45 minutes. The CBI will assess your experience against 5 of our competencies:- managing work, managing and leading, delivering quality outcomes, interpersonal qualities and professional areas. You will be required to discuss each with reference to past experience as opposed to what you would do in the future.</p>
<p><b>Group work</b></p>	<p>40 minutes. The group work task will assess 3 competencies:- Interpersonal Skills, managing and leading, and communication. Candidates will be given a task as a group and have 10 Minutes to individually read through information provided, before spending 30 minutes pulling together a strategy as a group.</p>
<p><b>Case study and presentation</b></p>	<p>45 minutes. This case study assessment is split into two sections. The first 15minutes comprise 3 CBI style questions based upon 3 competencies:- data collection, dissemination and data analysis.  You will then be presented with a number of data tables and asked to prepare a 5minute presentation of your findings from these to the two assessors. You will have 20 minutes to prepare your presentation, which will be followed by 10 minutes of questions about your presentation. From this section we are assessing:- communication skills, data collection and data analysis.</p>
<p><b>Written test</b></p>	<p>40 minutes to complete 2 papers. The written test will demonstrate your knowledge of technical concepts. Part A will assess against core knowledge areas requiring answering 15 multiple choice questions. Part B requires answering 4 questions from a choice of short answer style questions.</p>