

Reference: 20230313

24 July 2023

Adam Irish
fyi-request-22901-eda8a6c8@requests.fyi.org.nz

Dear Adam

Thank you for your Official Information Act request, received on 23 June 2023. You requested:

Follow up OIA. Can you please provide the job add listing for the NZ recruitment round/s for the below (mentioned) positions, and advise the date and number of NZ applications for each role. Additionally how many hiring rounds were undertaken and what hiring criteria did NZ Treasury have that all the NZ candidates fail to meet.

*Role 85% of Band 100% of Band
Senior Analyst \$121,359 \$142,775
Principal Advisor \$163,245 \$192,053*

Additionally can you please provide documents and rationale for advertising only in the UK. Lastly, did this occur after the failure of successive rounds of trying to hire New Zealanders?

Additionally, was there any gallivanting/deployment of Treasury staff to the UK, in any trade/HR fairs etc to promote this. And how much did this cost?

Response

1. *Can you please provide the job add listing for the NZ recruitment round/s for the below (mentioned) positions, and advise the date and number of NZ applications for each role.*

*Senior Analyst \$121,359 \$142,775
Principal Advisor \$163,245 \$192,053*

The dates below apply to externally advertised Senior Analyst and Principal Advisor roles for the period between 1 January 2023 and 30 June 2023. Additionally, please refer to the attached advertisements for the roles for this period.

Role	Advertising closed date	Number of NZ citizens who applied
2 x Senior Analysts – Te Ao Māori Strategy & Policy Team	19/01/2023	11
Senior Analyst – Resource Management Act Reform	20/02/2023	4
3 x Senior Analysts – Spending Review	5/03/2023	18
Senior Analyst – Kiwi Group Capital	15/03/2023	2
Senior Analyst – National Infrastructure Unit	26/03/2023	6
Senior Analyst – Agile team	28/03/2023	8
Senior Analyst – Green Bonds	11/04/2023	2
Senior Analyst (Fixed Term) – Green Bonds	4/05/2023	3
Senior Analyst – Commercial & Institutional Performance	11/06/2023	8
Principal Advisor – Economic Strategy	16/01/2023	12
Principal Advisor – Welfare & Oranga Tamariki	22/04/2023	24
Principal Advisor – Tax Strategy	14/06/2023	5

2. *Additionally how many hiring rounds were undertaken and what hiring criteria did NZ Treasury have that all the NZ candidates fail to meet.*

The amount of hiring rounds undertaken is outlined in the table above. Additionally, the hiring criteria for each role is outlined in the attached advertisements. Please note we have redacted staff contact details in these adverts under section 9(2)(g)(ii) of the Official Information Act - to maintain the effective conduct of public affairs through protecting ministers, members of government organisations, officers and employees from improper pressure or harassment.

3. *Additionally can you please provide documents and rationale for advertising only in the UK.*

Given we ran a successful process in the UK in 2019, and were able to attract the right calibre of candidates, this informed our decision as to what other international markets maybe suitable to run further campaigns in. We concluded that this was the UK. We do not have any specific documents which outlines this.

Due to ongoing challenges recruiting Senior Analyst/Principal Advisor roles post Covid we continue to explore a variety of options again to attract and grow talent, including developing local talent and new to career people in New Zealand. We explored the UK for experienced policy analysts as we had interest from candidates experiencing post Brexit job changes. Since 2022 the market has changed further, and we are primarily focusing on the New Zealand market once again. We do not have any documents

outlining this decision. We had a successful UK recruitment campaign in 2019 and this informed our rationale to advertise there again.

4. *Lastly, did this occur after the failure of successive rounds of trying to hire New Zealanders?*

As mentioned in the previous response to OIA 20230264, our UK recruitment campaign is conducted following domestic recruitment processes, where we were unable to source suitable candidates in accordance with the Immigration Act.

5. *Additionally, was there any gallivanting/deployment of Treasury staff to the UK, in any trade/HR fairs etc to promote this. And how much did this cost?*

No Treasury staff member has travelled to the UK to promote our 2024 UK Recruitment Campaign.

Please note that this letter (with your personal details removed) and enclosed documents may be published on the Treasury website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Emma MacRae
Head of People Operations