Candidate Key:

Blue – Non-LRS Yellow - LRS Green - Both

HR inform candidate of outcome with feedback for them to discuss with line manager.
Discuss further development and consider starting the LRS process by completing a portfolio.

Stage 1: Apply via Civica and complete a supporting statement. Shortlisted against the Role Profile and Person Specification.

LRS Candidates also apply through Civica but do not complete a supporting statement.

No – Non-LRS Successful?

Yes

Stage 2: Invited to undertake assessment.

This will include a presentation and interview that will cover the appropriate level of NFCC Leadership Framework, values, ethics, and inclusion.

LRS candidates in the Development Pool join the process here.

No – Non-LRS

Successful?

No – LRS

Stage 3: Undertake Role-specific
Assessment.

Yes

No - LRS

(2 outcomes)

LRS candidates in the **Resource Pool** join the process here.

Successful?

When there is a new (matching) role, you can apply, joining at Stage 3.

No - Non-LRS

(2 outcomes)

Candidates that met the

standard but were not

appointed - invited to

the respective Resource

Pool for up to 12 months.

Candidates that did not meet the standard -

discuss outcome, feedback and further development with your line manager and consider completing a portfolio and joining the LRS Development Pool. Successful in role-specific interview and enter new role.

Yes

It is at this point that your journey in the LRS is complete.

Operational Promotion Process

The Operational
Resource Board will
determine the scheduling
of promotion process
and will do so in line with
our strategic workforce
plan and operational
resourcing requirements.

If you are unsuccessful, you will return to the Development Pool and identify further development needs.

Candidates that met the standard but were not appointed – invited to the respective Resource Pool for up to 12 months.

When there is a new (matching) role whilst you are in the Resource Pool, you will be considered alongside all other candidates that met the standard but were not appointed, providing you meet the eligibility for the new role.

Candidates that did not meet the standard – return to Development Pool to establish further development opportunities and support.