



Recruitment Policy

Recruitment into Ofgem is governed by the Civil Service Order in Council 1995. The Order requires the Civil Service Commissioners to provide a Recruitment Code.

The Order and the Code together determine the essential parameters of Ofgem's recruitment policies and practice.

You can view the Civil Service Commissioners' Code at:

<http://www.civilservicecommissioners.gov.uk/recruitment>

The fundamental principle that governs recruitment into Ofgem is that appointments must be made on merit, and on the basis of fair and open competition.

The Code states that to apply this principle effectively:

- job opportunities must be known about and published;
- selection must be fair and objective at each stage;
- those appointed must have the necessary skills and competencies for the job;
- the best candidate for the job must be chosen;
- Ofgem must be able to demonstrate that it has applied the recruitment principles by taking the above steps.

