

ATP Public Sector Special Interest Group (SIG)

Mission Statement

The public sector faces two key challenges – managing in times of austerity and the impending retirement of the baby boom generation with the significant depletion of expertise and experience that this implies. Both issues present a challenge in defining and acquiring the talent that 21st. Century public sector organisations at the multinational, national and local levels need to operate effectively and to deliver against their responsibilities to the societies and citizens they serve.

The purpose of the group is to help public sector recruiters to meet the challenges they face by promoting best practice, and enabling them to work together to ensure high standards in the use of selection methodologies. In addition, its aim is to advocate the development of efficient, effective, modern, accountable, cost-effective, attractive and fair selection and recruitment procedures across the public sector, in particular through the use of modern testing and assessment methods.

Terms of Reference

- To build a community within the umbrella of ATP across organisations globally responsible for and/or involved in public sector recruitment and selection
- To engage that community to identify current and best practices, and promote the sharing of best practices from within and outside that community through access to ATP member organisations
- To support that community through events support by the ATP that bring that community together, and by harvesting best practices for communication through ATP publications and communications
- To encourage this community to become active members of the wider ATP community through membership and attendance at ATP events

In particular, the group will address the following issues of importance to public sector recruiters globally:

- The development and implementation of new selection and recruitment strategies that meet the specific needs of benchmarking the public sector and international organisations;
- The achievement of high standards in selection procedures, through rigorous methodologies to ensure fairness and probity;
- The use of modern technology to increase efficiency and effectiveness, drive down costs per hire, improve the candidate experience and promote a modern image for public bodies;
- Test development;
- Competency-based selection methods and the establishment of competency framework via job analysis;
- How to implement CBT and on-line testing, and constitute and manage item databanks;

- How to ensure fairness in testing and to avoid adverse impact in gender, ethnic equality, special accommodations etc.
- The existence of new IT systems to ensure management of the application and selection processes;
- Employer branding and candidate attraction strategies;
- Other areas of common interest relating to the selection process and testing.