

Reference: 02100524

Information Requests  
[information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk)

2 December 2025

## Freedom of Information request: Right to know request

Thank you for your request for information concerning Ofcom's recruitment process.

We received this request on 4 November 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

### Your request & our response

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*I recently applied for the position of Information Rights Advisor at your organisation (ref. JR2206), however I received an email to say that due to the large number of applications my application would not be continued.*

*While I understand it is not possible to provide individual feedback I am interested to find out more about the process, especially if this means I can improve my application for future roles.*

*Under the FOIA please provide information which I would expect to be held in a recorded form.*

*\* The number of applications received*

We received 83 applications.

*\* Whether the job advert was closed early due to numbers*

It was not closed early - It was open until the 16 October 2025 as advertised.

*\* How the initial selection process was carried out, i.e. was it done by individuals or AI, or a combination of both?*

The initial selection process was undertaken by humans - a recruiter and hiring manager. AI was not used.

*\* The number applications which made it past selection*

4 candidates (1 internal, 3 external) have gone to interview stage. At the time of writing, interviews have not yet taken place.

*\* If possible, without disclosing any information which could potentially identify individuals, the number of*

*o Internal applications from the organisation*

There was 1 internal application.

*o Applications from within the civil service*

3 external applicants listed branches of the Civil Service as their most recent employer.

*o External applications*

There were 82 external applications.

*\* If not covered above, the criteria for carrying out the initial selection process, e.g. was there a scoring system, did AI look for key words? Please note I am not asking for a copy of the scoring system, but would like information to help understand how it works.:*

AI was not used. Applications were reviewed against the job description and evaluated based on experience etc. Designated colleagues looked at initial applications to see who has had experience with Freedom of Information requests and/or transferable skills that might be relevant to the role. Applications which made the initial selection process were then passed to other colleagues for viewing and processing.

Yours sincerely,

## Information Requests

### Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team ([information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk)) to request an internal review.

### Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).