

260326 (220) FOI Recruitment

From: Freedom of Information <foi@sose.scot>
Sent: 26 March 2026 08:13
To: [REDACTED]
Cc: Freedom of Information <foi@sose.scot>
Subject: Re: Freedom of Information request - Business Advisor

Dear [REDACTED]

Thank you for your Freedom of Information request of 14 March 2026. We are responding to you under the Freedom of Information (Scotland) Act 2002 [FOISA].

FOI REQUEST (14 March 2026)

I am looking for information on the recruitment of the advertised position of: Vacancy for Business Advisor at SOSE. This was advertised until 2 November 2025. Please provide the following information about this recruitment exercise:

1. The total number of applications received for the role.
2. The number of applicants who passed the initial sift/shortlisting stage.
3. The number of candidates invited to interview.
4. The number of candidates who attended interview.
5. The number of candidates placed on any reserve list, if applicable.
6. Whether the role was successfully filled, and if so whether the successful candidate was internal or external.
7. The composition of the interview panel by job title or grade.
8. The scoring method used at sift and interview (for example competency scoring matrices or weighting used).

RESPONSE

1.	Total number of applications received	49
2.	Number of applicants who passed the initial sift/shortlisting stage	8
3.	Number of candidates invited to interview	8
4.	Number of candidates who attended interview	8
5.	Number of candidates put on a reserve list	0
6.	Was role successfully filled and was the candidate internal or external	Role was filled by 2 external applicants
7.	Composition of interview panel by job title or grade	2 x Enterprise and Business Managers 1 x Human Resource Business Partner
8.	Scoring method used at sift and interview	Sift – score rating from 1 to 5 assessing qualifications and experience, knowledge and skills and personal attributes. Interview – a case study and competency-based questions, all scored out of 5 and weighted evenly.

You have the right to request a review of the way in which this request has been processed. Should you wish to exercise this right, you will need to contact us within 40 working days of receipt of this email.

If you remain dissatisfied on completion of the review, you have the right to appeal to the Office of the Scottish Information Commissioner and thereafter to the Court of Session on a point of law only:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Telephone: 01334 464610
www.foi.scot
or for online appeals:
www.foi.scot/appeal

Regards,
SOSE Corporate Governance Team
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www.southofscotlandenterprise.com