1. Introduction

Forestry Tasmania is committed to recruiting and selecting on the principle of merit. Forestry Tasmania is also committed to providing development and career opportunities for its employees.

Forestry Tasmania's recruitment and selection policy is designed to promote fair, equitable, competitive, transparent, and legally compliant recruitment, selection and appointment processes.

2. Policy

It is Forestry Tasmania's policy that:
- All decisions to employ a person to a position will be based on merit and will reflect fairness, consistency, transparency and equity in the recruitment and selection process;
- The recruitment and selection process will be managed efficiently and effectively to address business requirements as well as to provide fair and equal opportunities to job applicants to demonstrate their claims against the selection criteria and competencies of the position;
- All applicants will be treated equally and fairly assessed against selection criteria which cover the following job requirements:

    Knowledge – the demonstrated knowledge required in general for the position and demonstrated understanding of any specific requirements.

    Skills – relevant to the position which may include professional, inter-personal, leadership, administrative and/or other job specific requirements.

    Qualifications and/or demonstrated experience required – any specific qualifications or demonstrated experience considered essential or desirable to meet the requirements of the position.

    Other position requirements – any job-specific requirements, including any inherent physical requirements of the position.

    Potential – the applicant's capacity for 'growth' in the position and the organisation.

- All information relating to the recruitment and selection of a position will be treated as confidential; and
- All members in the selection process are to understand equal employment opportunity and merit selection principles.

NB: All printed copies of this document are uncontrolled. Refer to the electronic copy on the Forest Management System for the latest version.

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