65295 Vacancies and Applications

For the year 2025/26, so from the 1st of April 2025 to the 31st of March 2026 I was keen to know:

How many vacancies you advertised.

5,667 positions were advertised.

What the average number of applications were for each vacancy.

14 per vacancy, however some adverts are for more than one vacancy, and we received an average of 27 per advert.

The overall number of applications received for your vacancies.

80,087 were received for the roles advertised.

Percentage and number of applicants who were invited for an interview.

25% - 20,231

Percentage of interviewed applicants receiving individual tailored feedback.

We do not record this information.

The average number of calendar days it took between a successful applicant applying for a vacancy and being offered a job.

33 calendar days.

The number of recruitment related complaints received related to vacancies advertised before or on March 31st 2026.

We do not record this information.

Whether your organisation has a formal policy specifying recruitment communication timescales, and if so, could I request a copy of the policy.

The Council has an approved Recruitment and Selection Policy. This is published on our website at:

https://www.edinburgh.gov.uk/directory-record/1208379/recruitment-and-selection-policy-

However, the policy does not stipulate communication timescales.

What percentage and number of unsuccessful applicants applying for a job before or on the 31st of March received a notification informing them that their application had been unsuccessful?

Although it is not mentioned in our policy, it would be normal practice for all candidates to be advised their application has been unsuccessful.

(All questions pertain to vacancies up to the 31st of March, so even if an applicant applied on the 7th of April, or an interview took place on the 1st of May, I'd still be keen for this data to be included)