

Going Paperless?

The transformation of recruitment in
Scottish Local Government



Douglas Shirlaw, Chief Digital Officer, COSLA



World's largest taxi company



World's largest accommodation provider



World's largest media owner

NETFLIX

World's largest movie operator



Largest software vendors

Digital transformation isn't an end goal; it's a continuous journey. It's the result of learning more about the relationship between technology and customer behavior to earn relevance among them.

A
Journey
of a
THOUSAND
MILES
BEGINS WITH A
SINGLE
STEP





"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."




4.2 Enabling Shared Services

*Shared deployment of ICT will **reduce ICT cost** and deliver savings in costs within individual public sector bodies. However, it can also, by being shared, **provide a platform for additional efficiency** and savings across multiple public bodies. The establishment of **shared hosted information systems**, commonly used across multiple organisations makes it very much easier to also **share the resources** and skills needed to operate other business processes. In this way shared ICT deployment unlocks the gate to shared services opportunities in other operations and processes.*

THE TOP CHALLENGES FACING DIGITAL TRANSFORMATION

Each of the following describes different types of digital transformation initiatives. Please indicate how important each type of initiative is to your digital transformation efforts.

	Very important	Somewhat important
 Changing company culture.	63%	34%
 Thinking beyond a "campaign mentality" in digital strategy efforts	59%	32%
 Cooperation between departments and team silos	56%	39%
 Resources (people, technologies, expertise) and budget allocation	56%	39%
 Understanding behavior or impact of new connected customer	53%	42%
 Securing executive support of leadership	42%	39%
 Lack of data to justify value of digital transformation	34%	51%
 Risk management, compliance, and/or legal implications	31%	37%

Source: Altimeter Group Digital Transformation Survey, 2014. N=59.

Vision / Leadership



Transformation Team



Customer Experience





Helping you search for Scottish Local Government jobs

myjobscotland welcomes EDINBURGH COLLEGE



LOGIN/REGISTER

ALL JOBS

COUNCILS

EDUCATION

EMERGENCY SERVICES

OTHER ORGANISATIONS

Search All Jobs

Why Local Government?

Your Career

News & Advice

About MJS

Categories

Search 1,236 jobs in Scotland

Keyword Search

e.g. Social Work

Search Jobs

Advanced Search

Popular Categories

View all categories



Financial



Administration / Clerical / Secretarial

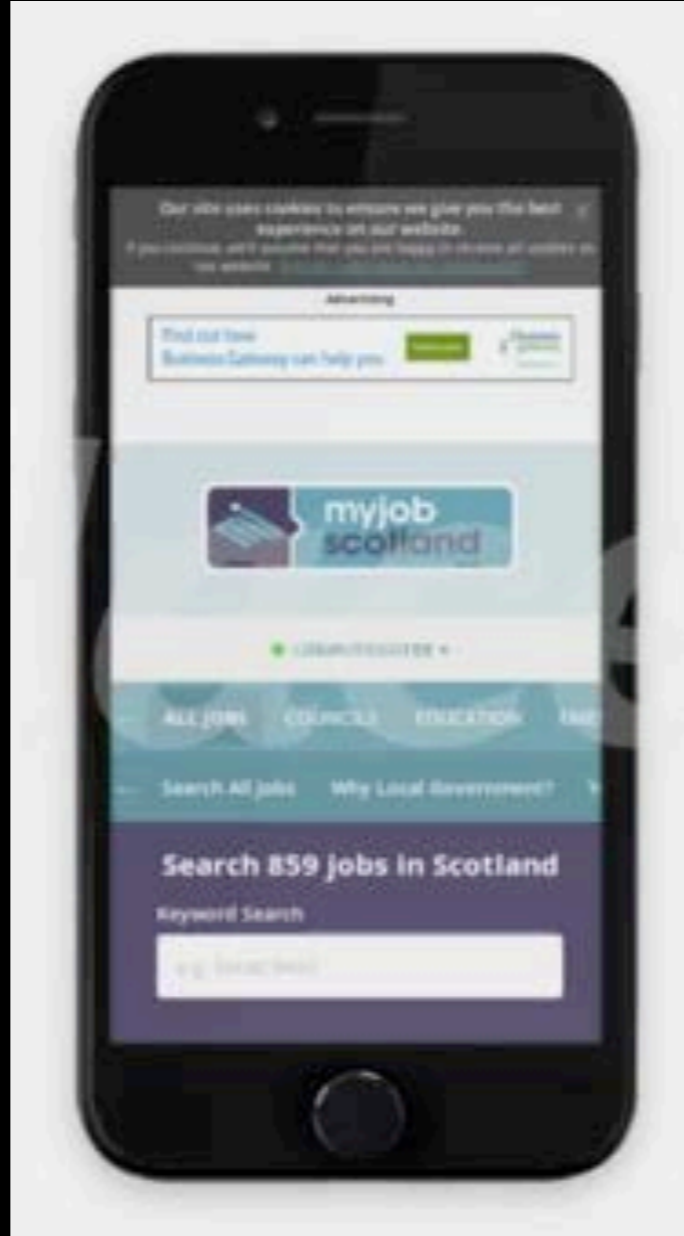


Hospitality / Catering / Tourism



Cleaning and Caretaking





Responsive Website

My Applications

Applications Submitted











When you submit a completed application form, it will appear in the table below.

During peak times it can take some time for the submitted application to appear but if you have received an email confirming submission please be assured that it has been received.

"Application Date" is the date when the application was submitted, whilst "Last updated" will only show if the application was resubmitted before the closing date.

The application status will change from "Submitted" to "In Process" when your application is being reviewed.



You can use the icons next to the application status column to either view the information submitted () or withdraw your application ()

Job Title	Application Date	Last Updated	Application Status
Support Services Administration Assistant	17/06/2015 11:48	17/06/2015 12:03	Submitted  
Supply Teacher - Secondary (All Subjects)	18/05/2015 08:19	18/05/2015 08:19	Withdrawn  
CN5024 - Cleaner	30/03/2015 12:38	-	In Process  
Temporary Early Years Practitioner - Prestonfield Primary School	12/02/2015 14:08	-	Withdrawn  
Property Inspector (Electrical)	11/02/2015 09:54	-	Withdrawn  

Applications in Progress

Unlike the old myjobscotland website, you can now apply for several jobs at a time. However, we would advise submitting at least one full application first before doing this otherwise the information will not synchronise across those that are in progress.

When you start an application and use the "Save Application and Close" button, then those incomplete applications will appear in the table below.

You can then choose to continue an application using the continue application button () or should you choose not to proceed with an application you can use the withdraw button ()

Job Title	Last Saved	Job Status
Principal Teacher, School Improvement (Support for Pupils), Pitlochry High School (PKC00703)	11/06/2015 10:08	Available  
Principal Teacher - Rosewell Primary School	10/06/2015 14:51	Expired 

Our Account

Apply Now

Back to Search Results

Previous Job

Next Job

Chief Executive



Ref no: NLA00668
Closes: Sunday, 19th July 2015
Published: Friday, 19th June 2015

Location: Civic Centre, Windmillhill Street, Motherwell
Salary: £145,440 - £152,961 per year
Hours: 35.00 hours per week
Full/Part Time: Full Time

Organisation: [North Lanarkshire Council](#)
Category: [Managerial / Executive](#)
Sub-category: [Chief Executive](#)

Job Advert

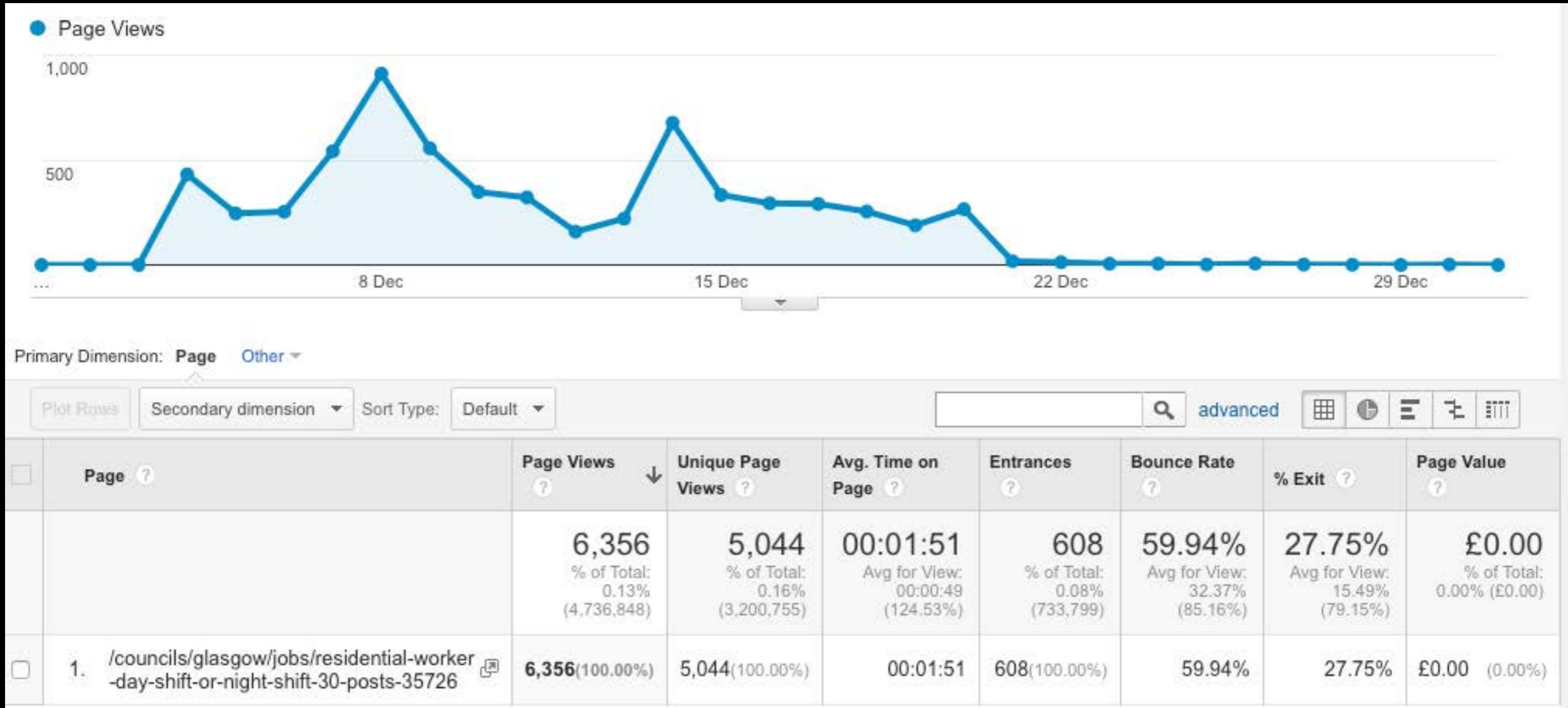
NORTH Lanarkshire Council is one of Scotland's largest local authorities, serving more than 330,000 residents.

We are looking for a Chief Executive to lead the development of the Council and deliver outstanding services to everyone who lives in, works in or visits North Lanarkshire.

About us

We strive to put Service and People First in everything we do. In practice, this means we deliver quality services which provide best value, create prosperity, achieve social justice and meet local needs.

We improve health and wellbeing, lifelong learning and regeneration and we are efficient, customer focussed and driven by performance. We work in partnership with our communities and those committed to making North Lanarkshire a great place.



Google Analytics

Consumer Feedback



mjs beta - feedback form

We hope you like what you've seen already.

The launch of the new website in beta allows us to show you the new site in operation, as well as the opportunity for you to tell us if there is anything you'd like to see, change or even remove.

We've tried hard to incorporate the feedback we received on the old site in this new version, however, we're not going to get everything right the first time around, so please let us know what you think - be it good or bad.

All submissions are anonymous unless you include your contact details for us to follow up with you personally about your comments.

Please select an option below to get started, and please keep your submissions constructive.

*** Required**

Do you want to leave feedback on the site, or do you have a query? *

- Feedback
- Query

Continue »

Job Alerts

Update your Job Alert

Complete the details below to receive email alerts of the jobs you're interested in.

Search Name

myjobscotland Job Alert

Frequency

Daily

Weekly

Organisation ▲ [reset](#)

— Aberdeen City Council

— Argyll & Bute Council

— Capability Scotland

— CHAS

— CLAN Cancer Support

— Crossreach

— Early Years Scotland

— East Lothian Council

— Fife Council

— Glasgow

— Home-Start

— Jordanhill School

— Midlothian Council

— Orkney Islands Council

— Robert Gordon University

— Scottish Centre for Children with Motor Impairments

— Shetland Islands Council

— South Ayrshire Council

— Stirling Council

— TeensandToddlers

— West Dunbartonshire Council

— Aberdeenshire Council

— Audit Scotland

— Care Inspectorate

— City of Edinburgh Council

— Comhairle nan Eilean Siar

— Dumfries & Galloway Council

— East Ayrshire Council

— East Renfrewshire Council

— Forth Valley College

— Glasgow Caledonian University

— Improvement Service

— Kibble

— North Ayrshire Council

— Perth and Kinross Council

— Scotland Excel

— Scottish Fire and Rescue Service

— Scottish Qualifications Authority

— Skills Development Scotland

— South Lanarkshire

— Strathclyde Partnership for Transport

— The Moray Council

— West Lothian Council

— Angus Council

— Barnardo's Scotland

— CATCH Scotland

— Clackmannanshire Council

— COSLA

— Dundee City Council

— East Dunbartonshire Council

— Falkirk Council & Falkirk Community Trust

— Galston Community Development Trust

— Highland Council

— Inverclyde Council

— Loch Lomond & The Trossachs National Park

✓ **North Lanarkshire Council**

— Renfrewshire Council

— Scottish Borders Council

— Scottish Police Authority

— Scottish Social Services Council

— Social Work Scotland

— States of Jersey

— Tayside Contracts

— University of Glasgow

Sub Organisation ▲ [reset](#)

✓ **Culture NL**

✓ **Other North Lanarkshire Council jobs**


Job Category ▼ [reset](#)

Contract Type ▼ [reset](#)



myjobscotland

Friday, 19 June 2015 13:45

To:  Douglas Shirlaw



Dear Douglas,

Today there are 3 new jobs that match your job alert:

Personnel Officer (Temporary) (2 posts) (NLA00656) - North Lanarkshire Council

Contract Type:	Salary:	Closing date:
Full Time	£29,445 - £34,494 per Year	05/07/2015

Location:
Municipal Buildings, Kildonan Street, Coatbridge

Chief Executive (NLA00668) - North Lanarkshire Council

Contract Type:	Salary:	Closing date:
Full Time	£145,440 - £152,961 per Year	19/07/2015

Location:
Civic Centre, Windmillhill Street, Motherwell

Job Alerts



**COLLABORATIONS
DON'T WORK**



Survey Reflections

- People
- Culture – Bimodal Approach
- Marketing and IT
- Innovation
- Digital First
- Customer

Questions

The screenshot shows the myjobscotland website. At the top left is the myjobscotland logo with the tagline 'Helping you search for Scottish Local Government jobs'. To the right, it says 'myjobscotland welcomes EDINBURGH COLLEGE' with the Edinburgh College logo. Below this is a navigation bar with 'LOGIN/REGISTER v' and menu items: 'ALL JOBS', 'COUNCILS', 'EDUCATION', 'EMERGENCY SERVICES', and 'OTHER ORGANISATIONS'. A secondary navigation bar includes 'Search All Jobs', 'Why Local Government?', 'Your Career', 'News & Advice', 'About MJS', and 'Categories'. The main content area features a search bar with the text 'Search 1,236 jobs in Scotland' and a 'Keyword Search' input field containing 'e.g. Social Work' and a 'Search jobs' button. Below the search bar is an 'Advanced Search v' link. The 'Popular Categories' section is displayed in a grid of eight boxes, each with an icon and a category name: Financial (pound sign), Administration / Clerical / Secretarial (pen nib), Hospitality / Catering / Tourism (chef's hat), Cleaning and Caretaking (spray bottle), Education (graduation cap), Social Services / Housing / Childcare (stroller), Roads/Transportation (car), and Sport / Culture / Library (open book). A 'View all categories' link is located to the right of the grid.



@myjobscotland



@dshirlaw