



Decision tree for selecting the right panel

April 2026

APS Recruitment

Are you recruiting to fill APS positions (ongoing or non-ongoing)?

YES

People Panel (Phase 1): Recruitment and Search Services

Examples include merit-based APS recruitment processes, board search, candidate sourcing, or specialist recruitment

NO

Short-term APS-type roles

Are you seeking introduction (section 26 transfers) or placement services (non-ongoing APS positions) for either ICT or non-ICT roles, or looking to fill a non-ICT related temporary, operational or administrative role typically undertaken by APS staff?

YES

People Panel (Phase 2): Labour Hire Services

Examples include backfilling, surge capacity, project support, introduction and placement services or other short-term, non-ongoing APS-type work without a merit-based process

NO

ICT roles

Are you filling an ICT-related temporary role?

YES

Digital Marketplace Panel 2 – BuyICT (Digital Transformation Agency)

NO

Specialist or advisory services

Are you seeking a strategic consultant or independent advice that supports decision-making?

YES

Management Advisory Services Panel

Examples include policy design, governance review, or risk strategy

NO

Specialist short-term expertise

Are you filling a short-term role (no more than 24 months) that requires specialist knowledge or experience?

YES

People Panel (Phase 3): Professional Contractor Services

Commencing 1 July 2026

NO

Out of scope

Consult your central procurement team