

The **Critical Role Framework** provides a structured, evidence-based method for evaluating the **importance of specific positions** within the Directorate. To ensure objective results, the system assesses the **requirements of the role** rather than the performance of the person currently holding it. Each position is scored across four key domains: **operational safety**, **skill scarcity**, **strategic alignment**, and **reputational risk**. These ratings determine a **Tier status**, which dictates whether a vacancy should be immediately filled, consolidated, or deprioritised based on its impact on **essential services and statutory obligations**. The framework also incorporates **volume triggers** to manage recruitment effectively during seasonal surges. Ultimately, the Framework ensures that **limited resources** are directed toward the most vital functions to maintain public safety and government continuity.

