### Person Specification and Further Information for Job Applicants

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Graduate Development Programme</th>
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</thead>
<tbody>
<tr>
<td>Contract Type</td>
<td>This is a permanent and pensionable appointment</td>
</tr>
<tr>
<td>Business Area</td>
<td>Various. Individuals rotate into a new business areas every 6-12 months.</td>
</tr>
<tr>
<td>Main Location</td>
<td>The majority of postings are in Edinburgh and Glasgow, with people typically being posted to both cities over the course of their time on the programme.</td>
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<tr>
<td>Salary</td>
<td>£28,654 - £35,420</td>
</tr>
<tr>
<td>Nationality Requirements</td>
<td>You can apply for any job in the Scottish Government as long as you are a UK national or have dual nationality with one part being British. In addition, Scottish Government posts are open to Commonwealth citizens and nationals of any of the member states of the European Economic Area (EEA). Further information about civil service nationality requirements is available on the Civil Service Website.</td>
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<tr>
<td>Qualification Requirements</td>
<td>We welcome applications from graduates who have a degree (or equivalent), or expect to achieve this by July 2019. Your degree can be in any discipline. Please note: If you fail to demonstrate how you meet the minimum qualifications as stated above, your application will be automatically sifted out.</td>
</tr>
<tr>
<td>Working Pattern</td>
<td>This is a full time vacancy, however applications from people wishing to work an alternative working pattern will be considered.</td>
</tr>
<tr>
<td>Guaranteed Interview Scheme</td>
<td>Applicants claiming a guaranteed interview will be invited for further assessment should they meet the minimum essential requirements as assessed by the two stages of online test.</td>
</tr>
<tr>
<td>Reserve List</td>
<td>No reserve list will be held.</td>
</tr>
<tr>
<td>Further Information</td>
<td>Further information on the post is available from the Graduate Development Programme team who can be contacted at <a href="mailto:GDP@gov.scot">GDP@gov.scot</a>. If you have any queries relating to your eligibility on the grounds of Nationality or Qualifications, or if you have any difficulty applying for this role, please contact <a href="mailto:recruitment@gov.scot">recruitment@gov.scot</a>.</td>
</tr>
</tbody>
</table>
About the programme

Full details of the programme can be found on the [campaign website](#).

Qualification

You will be asked to provide evidence of how you meet the degree criteria in your application.

You need only state that you do or do not hold the qualification and provide any other information you feel relevant.

Graduate Development Programme attributes

The programme seeks to identify individuals with the greatest potential for future senior leadership roles in Scottish Government. However, we are not expecting you to be the finished article, far from it.

Here is a summary of the 5 attributes we will be looking for throughout the selection process:

- **Understanding & Developing self**
  For us this is about having a desire to grow and increase the contribution you can make, and an awareness of the impact you have on others. These are the foundation on which you will start to build your career.

- **Early Leadership**
  For us early leadership is demonstrated through collaboration, bringing diverse people together around a shared goal. This is both a necessity, due to the many individuals and organisations we partner with, and an approach which supports our staff to give their best.

- **Communicating & Engaging**
  For us this is about investing in relationships with a range of people, allowing you to understand multiple perspectives and others to understand you. Our work affects everyone in Scotland, so our actions must reflect a breadth of needs and interests.

- **Analysis & Use of Evidence**
  For us this is about being able to make effective decisions on the basis of a variety of information. Our work involves addressing complex, interlinked problems and that requires us to make best use of the available evidence.

- **Changing & Improving**
  Our environment is constantly evolving and we are always striving to get better at everything we do. So, we need people who share our desire to improve and are able to adapt and embrace change.
**Political Activity**

All appointees to the Civil Service must be able to fully comply with the requirements of the [Civil Service Code](#) and are expected to carry out their role with dedication and a commitment to the Civil Service and its core values: which are Honesty, Integrity, Objectivity and Impartiality. As part of this, some restrictions are placed on political activity. You will see that there is a question regarding such activity on the application form. A positive response to this question should not affect the consideration of your application, but is likely to mean that you will be asked additional questions at interview. What you then say at interview will clarify if you meet the requirements of the Civil Service Code.

The Civil Service Code states that:

**You must**
- Serve the government, whatever its political persuasion, to the best of your ability in a way which maintains political impartiality and is in line with the requirements of this code, no matter what your own political beliefs are
- Act in a way which deserves and retains the confidence of ministers, while at the same time ensuring that you will be able to establish the same relationship with those whom you may be required to serve in some future government
- Comply with any restrictions that have been laid down on your political activities

**You must not**
- Act in a way that is determined by party political considerations, or use official resources for party political purposes
- Allow your personal political views to determine any advice you give or your actions

**Pre-Employment Security and Eligibility Checks**

If you are successful, and are not currently a serving member of the Civil Service, we will as part of the Scottish Governments pre-employment process carry out the following enquiries into your identity, employment/academic history, nationality and immigration status, ‘unspent’ criminal record (Disclosure certificate), health and other matters, to ensure that you are qualified for the appointment.

Further details on these checks are available to view [here](#).

**Completion of Pre-Employment Security and Eligibility Checks**

When the pre-employment enquiries are satisfactorily completed to our standard, we will then make you a formal offer of appointment and you will be expected to take up appointment as soon as possible. If you have any question about our pre-employment checks please do not hesitate to get in touch.
Selection

We have a three stage selection process. The first two stages are online tests, which will form an initial assessment of your suitability against the person specification. Candidates will be sent an information pack when they are invited to take the tests, and it's important you read this carefully. Those who pass this stage will be selected for the next stage of assessment.

The third stage will be an assessment centre featuring several exercises. You will be given further details about these with your letter of invitation. The data we collect throughout the selection process will be held and used in accordance with the terms of the Data Protection Act.

Interview Expenses

Travel and subsistence expenses incurred during the selection process are the responsibility of the applicant.

Diversity Monitoring Form

Information given on the diversity monitoring form will be treated in strictest confidence and will be retained by HR for monitoring purposes. It will be kept separately from your application form and will not be made available to those involved in the selection decision. Guidance on the Diversity Monitoring Form and why we ask you to complete it is available on our website.

Disability

We are participants in the Jobcentre Plus “Positive about Disabled People” scheme. Under the terms of the scheme, all candidates who consider themselves to be disabled in terms of the Equality Act 2010, and who meet the essential minimum criteria for the post, will be guaranteed an interview. Note: The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring conditions). Further guidance in relation to the meaning of disability is accessible on the Equality and Human Rights Commission website.

We will also ensure that we consider and implement any reasonable adjustments you may require to attend for interview or during the course of your employment, should you be successful in securing a post.

Starting Salary

We expect that all new entrants will join us on the minimum of the advertised pay range.
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Working Pattern

The standard working week is a 5 day week of 37 hours, net of lunch breaks. You may have the scope to participate in the Scottish Government’s flexible working scheme. Consideration will be given to candidates interested in part-time or other non-standard working patterns and in-line with best practice, the Scottish Government has extended to all staff the right to request a flexible working pattern. All requests will be seriously considered.

Annual Leave (pro rata for part-time)

You will have an annual leave allowance of 5 weeks, rising to 6 weeks after 5 years. In addition, the Scottish Government observes 11½ days public and privilege holidays, dates of which are set annually.

Probation

You will be required to serve a probationary period of 12 months and confirmation of your appointment is dependent on the satisfactory completion of this probation period in terms of performance, conduct and attendance.

Travel and Subsistence

Subsistence allowances and travelling expenses on official duty are paid. The cost of normal daily travel between home and office is not reimbursable.

Sick Absence

You are expected to attend for work. However, we do recognise that 100% attendance may not be possible on occasions when you are unwell. We have an attendance management policy in place that makes it clear the level of attendance that the Scottish Government expects and what may happen if this cannot be achieved. The policy outlines the support offered to staff during periods of illness and the assistance available to help them back to work.

Retirement

The Scottish Government has a “no retirement age” policy for staff in Bands A-C. This means that you are free to continue in employment for as long as you wish. Continued employment will remain subject to the normal rules concerning performance, conduct and attendance.
Outside Activities

As a civil servant, you may not take part in any activity which would in any way impair your usefulness to the Service, or engage in any occupation which may conflict with the interests of the Scottish Government or be inconsistent with your official position. Subject to these conditions, and in some circumstances prior permission being sought, work of a minor or short-term nature (for example, vacation work or work after hours) is normally allowed. Also for health and safety purposes you should notify HR if you have more than one job. You will also be subject to certain restrictions, depending on your grade and the nature of your work, on national and local political activities. These include standing as a candidate in parliamentary or local authority elections, or canvassing on behalf of candidates; and expressing views on matters of political controversy in public speeches or publications.

The Civil Service Commission

The Department's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition. Details of how this principle should be applied can be found at the Civil Service Commission website. If you feel that your application has not been treated in accordance with the Commission's guidance and you wish to make a complaint, you should write to Head of Resourcing, F Spur, Saughton House, Broomhouse Drive, Edinburgh, EH11 3XD in the first instance. If you are not satisfied with the response you receive, you can contact the Office of the Civil Service Commission.

Civil Service Values

As a civil servant, you are appointed on merit on the basis of fair and open competition and are expected to carry out your role with dedication and a commitment to the Civil Service and its core values: integrity, honesty, objectivity and impartiality. These values are set out in the Civil Service Code.

'integrity'
Putting the obligations of public service above your own personal interests;

'honesty'
Being truthful and open;

'objectivity'
Basing your advice and decisions on rigorous analysis of the evidence; and

'Impartiality'
Acting solely according to the merits of the case and serving equally well Governments of different political persuasions.