



Civil Service
Local

An Invitation to the Civil Service Eastern Academy 2014

Civil Service Local in the east and south east of England are pleased to announce a unique cross-departmental opportunity for civil servants with leadership potential – the Civil Service Local Eastern Academy. Successful candidates will attend a four day ‘school’ leading to a series of business-focused projects over the following twelve months. The Academy was successfully piloted in the north west of England in 2012 since which time it has been reproduced in the east midlands, the south west and the south east of England.

The 2014 Civil Service Local – Eastern Academy will provide opportunities for staff to develop both personal and collective skills in support of the Civil Service Reform and Capability Plans. It will provide delegates with the opportunity to work collaboratively with civil servants from other government departments based in the east and south east of England and the London areas. We are looking for staff who are

- keen to develop, have drive and passion but perhaps have had limited opportunity to share and discuss their ideas or demonstrate their potential.
- proactive, willing to challenge attitudes and behaviours and be enthusiastic about creating and leading change.
- have the potential to become leaders who are positive, dynamic and will act as role-models for all civil servants.

The Academy has been carefully aligned to support Civil Service Reform and the Civil Service Vision 21. The event will focus on what individuals and Departments can do to meet the challenges across the Civil Service and puts the Civil Service values of honesty, integrity, impartiality and objectivity at the heart of everything we do. The event aligns these aims to the business projects that will be carried forward post-event in support of the Civil Service Reform agenda and the three high level leadership behaviours every civil servant needs in order to deliver excellent public services:

- Setting Direction
- Engaging People
- Delivering Results

The event will be a mix of self awareness, personal development and ideas production with the delegates working together in cross-departmental teams to identify and “pitch” a project to a panel of judges to be held on the third day. Keynote speakers and Judges are being signed up to the programme which promises to be a lively, challenging and exciting four days!

The event will be held at the University of Bedfordshire, Luton, **9-12 September 2014**. For the delegates to get the most out of the experience and the networking opportunities, we strongly encourage them to attend on a residential basis as this contributes considerably to team building and subsequent project working.

Allocation of Places

Each Government Department has been allocated a proportion of places at the event and departments will make their own decisions about who to nominate. If nominations exceed the number of places available further sift criteria may be applied and a waiting list maintained.

The closing date for nominations is 21 July 2014.

How do I select my candidates?

To support this process, we have provided criteria below and a sample 'application form' that you may wish to use to inform your internal process. **We require the information in sections 1 and 3 to be returned to us.** The competency sections are for your use as part of a selection process and do not need to be included..

This development opportunity is open to all Civil Service employees regardless of race, disability, age and sexual orientation. It is expected that departments will take this into consideration when selecting delegates and that a diverse mix of delegates will attend. In the event of oversubscription priority may be given to people who are not currently on a developmental programme.

Useful questions to consider:

- Is this person keen to bring about change and would they benefit from the opportunity to have a platform to voice their thoughts, share their ideas and develop themselves?
- Do they have the potential to become a leader of the future?
- Do they have the commitment required? This is an intensive programme and there will be an ongoing commitment for a twelve month period after the event. The amount of time to be spent on this work can be flexible in order to meet the needs of the project and individual's day-to-day responsibilities.
- Do they have the potential to 'lead beyond their authority' and the drive and passion to progress potential projects supporting the Civil Service Vision 21 and ongoing reform?
- Are they self motivated, prepared to work hard to develop themselves and continuously improve, despite possible setbacks?

In addition to the criteria outlined above, **departments must provide a commitment to releasing candidates to participate in the post-event activities.**

Costs will be invoiced separately and will be circa. £365 per delegate for the four day residential event. This is for all food and accommodation. If unavoidable then Day delegates can attend and will pay circa.£50 per day. Departments will also need to fund any travel/subsistence costs for their delegates. Candidates will have to provide their finance contact and to raise a Purchase order for the recharge.

If you wish to discuss the Academy in more detail before deciding on your nominations please contact Ian Barton (0791 758 1908), John Haskey (0777 540 4009) or Liz Challand (07740 576512) .Could you please send any nominations to liz.challand@csresourcing.gsi.gov.uk by **noon on Monday 21 July 2014.**

On behalf of
Ian Barton CS Local – East of England and John Haskey CS Local -South East and London

