



# HR Scheme

## More about HR scheme

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Thanks to the size and complexity of the organisation, HR here is anything but ordinary. You'll have exposure to limitless opportunities across different departments, and be able to influence policies, engage with key stakeholders and build your skills across talent management, employee relations and more.

## What you'll learn

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Such a wide span of HR activity will see you developing awareness of business needs and owning at least one substantial piece of work during the scheme. You'll be able to build your own profile by taking on high profile projects, and input at a strategic level as well as handling deliverables.

You'll have real exposure to governance structures and processes, which means the chance to develop emotional and political intelligence. Not least, you'll become involved in cross-departmental work and build a network across the HR profession.

## Roles and departments

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In **Policy** work you'll get experience in drafting and implementing policy which could cover performance management, pay and reward or parental leave. It involves research, analysis and lots of collaboration with people from senior managers to trade unions.

While **Corporate** roles vary greatly, they're often the HR backbone that keeps the organisation going – the work can include pay and reward, talent and resourcing, and complex casework advice, for example.

**Expert Services** provides deep expertise into certain areas of HR. They reduce duplication and offer economies of scale.

Some **Operations/HR Business Partners** are attached to business areas ranging from Jobcentres to prisons to airports, while others partner with more corporate teams like finance, IT or policy. It involves getting to know the business area and working with metrics and other data to translate people initiatives into actions.

## After the scheme

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The scheme is designed to prepare you for a senior management role once you've completed it. Given the sheer variety within the Civil Service, that role could be almost anywhere.