



# Commercial Scheme

## More about the Commercial scheme

---

Civil servants from the Government Communication Service (GCS) are behind most of the government policies and public services stories you read, retweet and blog about. With over 200 campaigns, our diverse audiences include businesses, international groups, families and young, working age and older people. GCS is the professional body for people working as communicators across government.

## What to expect

---

In media relations you'll work with journalists, bloggers and other influencers to inform and educate the public, explain government policy and defend your department's reputation.

In campaigns and marketing you'll use public relations and low-cost media, including social media. This could involve encouraging the public to submit tax returns, for example, or providing information on how to lead healthy and safe lifestyles.

In digital communications you'll help the government create, shape, share and exchange information in new and dynamic ways.

## Departments

---

We have a broad range of departments and agencies participating in the Government Communications Fast Stream from the Home Office to the Department for International Development.

In internal communications you'll improve employee engagement and help senior leaders manage change through better staff communications.

## Learning and development

---

On the Commercial Fast Stream scheme, you'll undertake the CIPS Corporate Award Practitioner and Advanced Practitioner programme. Successful completion of this programme results in full membership of CIPS (MCIPS), after 3 years' experience in a responsible procurement role.

You'll gain experience on how to address public sector-specific learning needs, to drive more sustainable, transparent and ethical commercial practices.

The programme is delivered across a 2-day residential, using different learning methods including; practical assessed assignments, interactive workshops and live business projects.

This will make your learning relevant and directly applicable to the challenges specific to central government.

The benefits of completing this learning programme are:

- **Accreditation:** The programme provides a route to professional membership status – MCIPS – the internationally recognised gold standard of achievement for procurement professionals.
- **Opportunities:** Successful completion of the programme opens up career prospects.
- **Network:** Participation provides knowledge sharing and networking with other Commercial Fast Streamers working across central government, gaining insight into the way different departments work.
- **Learn:** Exposure to good practice through subject matter experts from inside and outside government.

There will also be a curriculum of centrally managed training and development opportunities available to all Fast Streamers irrelevant of their profession. The department you're placed in may also provide further training and development opportunities if the need arises.

## Benefits

Top reasons to apply for the Commercial Fast Stream:

- commercial capability is increasingly recognised as the top ability demanded by employers across all sectors
- in the public sector, it's especially important: £40bn is spent by central government each year. It's a lot of money and a lot of responsibility

Promotion and successful completion of the scheme will see you earn c. £45k-£55k, while other benefits include the Civil Service pension scheme, professional qualifications, flexible working, season ticket loans, sports and social activities, childcare assistance and more.

- it's the Civil Service's number one priority to improve commercial skills - so your development will be supported throughout
- commercial professionals work on some of the most challenging, interesting projects in government
- gain private/charity/wider public sector experience in your third year
- there's an incredible variety of experiences available - you could be working in any government department, for example procuring prisons in the Ministry of Justice, buying battleships in the Ministry of Defence, or negotiating nursing equipment in the Department of Health

## Eligibility

You must be commercially aware, with:

- a real interest in business
- an understanding of the environment in which an organisation operates, for example, its customers, competitors and suppliers
- an understanding of the economics of business and commercial realities, from the perspectives of both the organisation and the customer
- an awareness of the need for efficiency, cost-effectiveness and customer care
- an interest in developing an understanding of the marketplace in which the Civil Service operates
- an ability to see the bigger picture and view situations from a business perspective, then apply this to achieving the best outcomes

You must also:

- have excellent analytical and problem solving abilities
- be a strong communicator with developed oral and written skills
- be keen to hone your influencing and negotiating skills
- have an inquisitive mind, enjoy finding creative solutions and be able to consider the bigger picture
- have drive, enthusiasm, a flexible approach and the resilience to handle change
- be motivated to deliver the best customer service
- be comfortable with using and applying numeracy skills
- aspire to lead, with the ambition to be a senior leader in the Civil Service