



All Wales Public Service Graduate Programme 2022

Guide for applicants



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A real opportunity to make a real difference

The All Wales Public Service Graduate Programme 2022 is a unique opportunity for you to boost your skills and grow your career. It's a general management programme that will stretch and challenge you.

You will work in roles and projects designed to help you reach your full potential. You will get the rare opportunity to work across organisational boundaries and take advantage of our 'All Wales' approach. You will join a group of aspiring future leaders and take your first step towards a top level leadership role.

This is a programme not to be missed and one that will be hard to match anywhere in the world.

During the programme, you will:

- develop your skills, knowledge and understanding of the public service
- work on innovative and exciting projects that will benefit people living in Wales
- experience a variety of real jobs across a range of organisations
- complete a tailored Masters and development programme
- enhance your learning through coaching and mentoring relationships
- earn a starting salary of £30,600*

* may be subject to change for a future pay award.

This programme supports the 'One Welsh Public Service' approach - where we all share the same culture, vision and aspiration for the future. We believe this way of working will make the experience of living in Wales the best that it can be. To maximise the impact for citizens, we encourage you to stay working in Wales for at least three years at the end of your programme - and hopefully many more years after that!

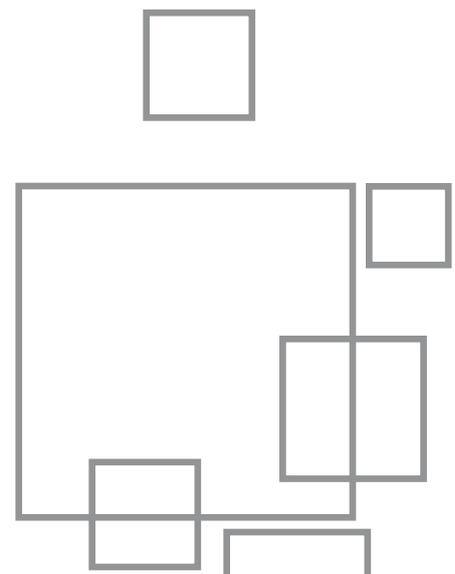
Take up the challenge – be part of this world class programme and make a real difference in Wales.

“My leadership skills have really developed, I’m more proactive, not happy with the status quo.”

Graduate, 2018 scheme

“The support that I’ve had is probably more than I could ever have expected.”

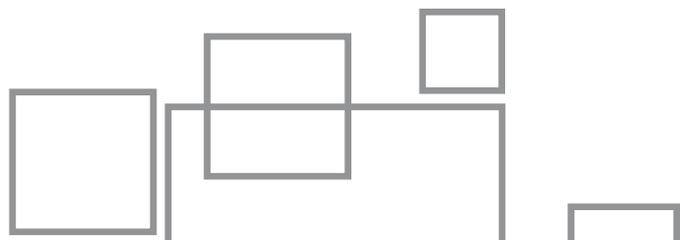
Graduate, 2018 scheme



What you need to know



- You'll have a real job, gain real experience and earn a competitive salary
- The programme will last for 22 months and you will ideally work within two or three organisations
- We encourage you to stay working in the public service in Wales for three years after the programme ends
- You'll study towards a fully-funded Masters and experience a 22 month Academi Wales development programme
- A coach will support you to reach your potential and take advantage of the opportunities
- A mentor will share their experience and connect you with the right people to help you build invaluable relationships



Who can apply

The programme is open to everyone who meets our essential requirements. You can apply if you already work in the public service or if you want to join. There is no age limit.

- ✓ GCSE Mathematics and English Language (or equivalent) at Grade C or above
- ✓ A 2.1 degree classification, or above, in any subject by July 2021
- ✓ The right to work in the UK
- ✓ Welsh language requirements may apply for some posts
- ✓ Nationality and immigration requirements apply to posts

Play to your strengths

We want to find the right people who have a passion for public services and the potential to reach the top.

Research has shown that people recruited based on their strengths are happier, more confident, have higher self-esteem, have more energy and vitality, experience less stress, are more resilient and will achieve their goals and be the best they can be (Garcea, Linley and Harrington, 2009).

“Gave me the tools and techniques to overcome barriers and shape my own leadership style.”

Graduate, 2018 scheme

“The greatest change I noticed during the graduate programme was within myself – there has been a massive increase in my confidence. The knowledge I gained has put me in a better position to take an active role in delivering services that will best meet the needs of the population.”

Graduate, 2018 scheme

How to apply

Applications will open in 2021 and follow these five stages:



Stage 1: June 2021

Online form – personal details and basic eligibility



Stage 2: July/August 2021

Online test – strengths and situational judgement



Stage 3: September/October 2021

Virtual Assessment Centre and Interview -
Assessment exercises and panel questions



Stage 4: October/November 2021

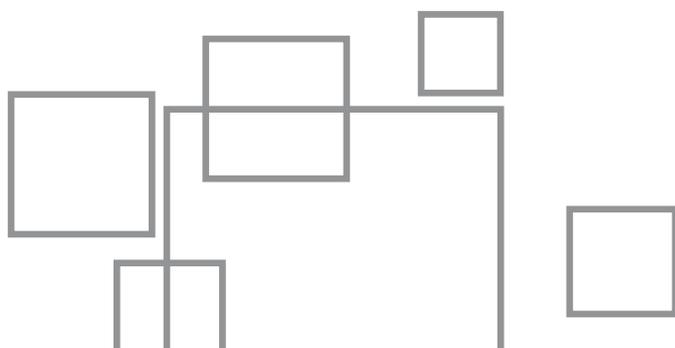
Congratulations! Offer of appointment
(subject to pre-employment checks) if successful



Stage 5: January 2022

Start in post

Find out more and start your application at
www.gov.wales/PublicServiceGraduates



Your experience across Wales

The opportunities are grouped into regions and you'll choose one or more of these when you apply. We'll discuss the specific jobs and organisations with you during the recruitment process.



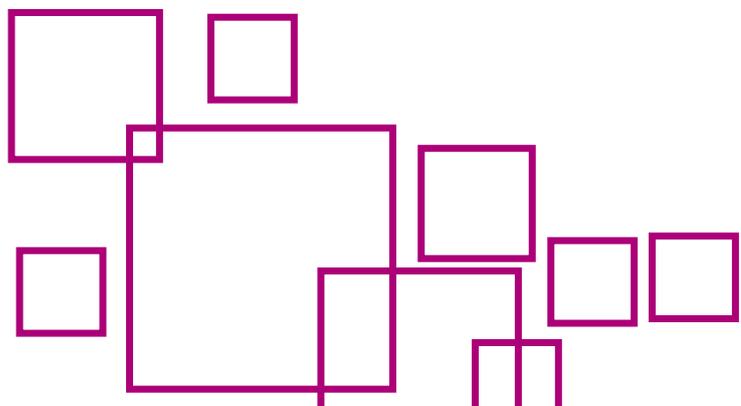
■ **North** – Anglesey, Conwy, Denbighshire, Flintshire, Wrexham, Gwynedd

■ **West and Mid** – Powys, Ceredigion, Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot

■ **South East** – Monmouthshire, Vale of Glamorgan, Bridgend, Cardiff, Rhondda Cynon Taff, Caerphilly, Newport, Torfaen, Merthyr Tydfil and Blaenau Gwent

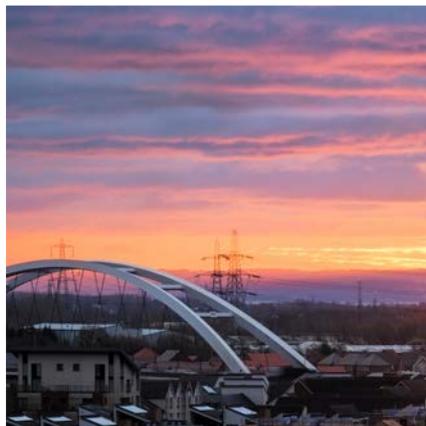
This regional approach is unique and you'll work in two to three organisations. The organisations will work together during your 22 month programme to make it as seamless as possible for you on each of your rotations.

Your development will be supported throughout the programme by Academi Wales. As part of Welsh Government, Academi Wales is the centre of excellence for public service leadership in Wales, supporting leaders at all levels across the Welsh public service. To find out more visit: www.gov.wales/academiwales



What Wales can offer

To find out more about Wales and what it has to offer: www.visitwales.com



Images from left to right:

Cader Idris, Snowdonia National Park
Wales Millennium Centre, Cardiff
Famous Conwy Castle in Wales

Cardiff Bay, Cardiff, Wales
Zip World, Snowdonia
National Museum of Wales

Welsh language signpost at the annual Tafwyl Welsh language festival at Cardiff Castle.
Bow Bridge, Newport City
Summit of Snowdon, Snowdonia National Park

If you have any questions about the programme you can contact us:



AllWalesGrads@gov.wales



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[#OneWelshPublicService](https://twitter.com/AcademiWales)

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.