Accreditation to DFID’s Governance Advisory Cadre Candidate Pack

A1, A2, A2L

Closing date: 22nd November 2019
About DFID and the Advisory Cadres

DFID is a recognised source of technical expertise on international development globally and across Whitehall Official Development Assistance (ODA) spending Departments. DFID’s international development capability is concentrated among DFID’s advisers who are international development and ODA delivery experts. DFID advisers help identify, generate and utilise the best evidence, knowledge, technology and ideas to improve the effectiveness and impact of UK Aid.

Advisers have key roles in programme design and appraisal, management and evaluation, in the development and implementation of policy and the fostering of international partnerships and development diplomacy. They play a critical role in cross-disciplinary thinking and thought leadership, linking programmes and bringing deep international development expertise to maximise the impact of ODA. There are currently around 1050 advisers, in grades A1, A2 and A2L, making up around a quarter of DFID’s workforce. Advisers are employed across DFID and Other Government Departments, primarily by country programmes and policy and research teams.

Advisers are accredited to one or more of thirteen advisory cadres (Climate and Environment, Conflict, Economics, Education, Evaluation, Governance, Health, Humanitarian, Infrastructure, Livelihoods, Private Sector Development, Social Development and Statistics) which is their professional body within DFID. Each cadre has a Head of Profession (HoP), who provides thought leadership, quality assurance (the right advice from the right adviser in the right place) and support to the advisers themselves.
The Heads of Profession (HOPs) Group ensures DFID has the technical expertise and professional capability to tackle global development challenges. We do this by developing top class influential advisers who can be in the right place at the right time, supporting high quality continuous professional development and valuing innovation and diversity. Arguably we are world leaders in the professional standards we set and maintain for our advisers.

Accreditation is a form of professional and technical quality assurance. Both current civil servants and people from outside the civil service can apply for accreditation and will be assessed against the same technical competency frameworks. Accreditation rounds happen approximately every six months for each cadre.

Naomi Roberts
Deputy Director, Heads of Professions Group
What is Accreditation

The Accreditation process is the first step to becoming a DFID Adviser. Once you are accredited you can apply for DFID advisory positions within the relevant cadre which will be advertised on Civil Service Jobs. **Only individuals who have met the required professional standards through accreditation are eligible to apply for DFID’s advisory roles.**

Each of DFID’s advisory cadres have a technical competency framework (TCF) that sets out the technical knowledge and experience required of advisers, in addition to their core Civil Service (CS) behaviours.

Advisory accreditation is the assessment of technical competencies and CS behaviours to verify that a member of staff meets established professional standards as they will be responsible for providing high quality technical knowledge and expertise to the content and delivery of strategy, policy and programmes worldwide in DFID and other government departments spending Official Development Assistance (ODA).

The required skills and experience vary between cadres, please see the relevant TCF for more information on the specific technical competencies that you need to demonstrate. The assessment process will recognise your current and past skills and expertise.

As well as providing professional recognition for technical skills, accreditation is an essential pre-requrement for DFID advisory posts.

The cross-Government cadres of Economics (GES), Statistics (GSS) and Evaluation (GSR) comply with cross-Government accreditation procedures and requirements.

**For more information please see DFID’s Advisory Accreditation FAQs.**
About the Governance Cadre

**Governance cadre:** Governance Advisers support improvements in governance and politics that enable development, stability, and inclusive growth and opportunities for poorest and marginalised groups. In so doing, they play an important role in helping HMG to tackle the underlying causes of poverty and instability, which is central to the UK Aid Strategy, HMG’s national security objectives and the Sustainable Development Goals. Governance Advisers work to understand the political and institutional environment and translate this thinking into effective strategies and programmes.

Governance Advisers have a key role in helping reduce the risks associated with poor governance, in particular: state fragility, violent conflict, insecurity, crime and corruption. Governance Advisers drive policy thinking/strategy, lead on dialogue/influencing and deliver programmes which build state capability, responsiveness and accountability to citizens; joined up with other parts of HMG and other development partners. They identify emerging governance, political and institutional trends and implications for policy and practice. They support the delivery of other HMG strategic objectives, including the institutional and political aspects of work on economic development, climate and environment and human capital development. They use research and evidence, including evidence of “what works”, to inform policies and programmes.

Governance Advisers are located across HMG (including DFID, FCO, Good Governance Fund, Stabilisation Unit etc.) and overseas. Governance Advisers have specialist skills in Applied Governance and Political-Economy Analysis, Security, Justice and Human Rights, Accountable and Inclusive Politics, Public Sector Governance and Service Delivery, Inclusive Growth and Economic Development, Public Financial Management and Domestic Revenue Mobilisation and Anti-Corruption. The Governance cadre is central to DFID (and HMG’s) work. It is one of DFID’s largest professional cadres with over 140 Advisers as well as an ever growing presence across Government.

Chigo Mtegha-Gelders
Head of Profession for Governance
Accreditation Grades

We are inviting accreditation applications to the Governance Cadre for the following grades;

**A1, A2, A2L**

Please see the Governance Technical Competency Framework which will provide more details on the technical requirements for each grade.

Please assess yourself against the outlined criteria and apply for the grade you are best suited to.

**Please note you are only allowed to apply for one grade per cadre. We will only accept one application per cadre from candidates. If you submit more than one application per cadre we will only accept your application at the highest grade.**
Qualification Criteria

Heads of Profession Group (HOPs) are accountable for the maintenance of the professional standards of our advisory cadres. Those standards are defined in each cadre’s Technical Competency Framework (TCF), against which cadre accreditation is assessed.

The TCFs not only describe “you are able to”, but also how you might acquire those abilities. The accompanying notes will set out how the TCF is assessed during the accreditation process.

Candidates must have a solid grasp of the evolving evidence base in their field through a commitment to life long learning. This can be demonstrated through [an undergraduate degree, at a minimum of 2:1 which is a Civil Service requirement] , postgraduate studies or significant self-directed study, and successful application of those analytical skills at work.

Candidates must also make explicit the breadth and depth of their experience in/on developing countries and on the technical requirements specified in the competency framework, with some cadres emphasising fragile and conflict affected states in particular.

This is the qualification criteria for all grades.

Please note you must meet the qualification criteria or your application will not be assessed.
To apply for accreditation to the Social Development advisory cadre you must complete the [GAD Accreditation Application Form](mailto:GADAccreditation@dfid.gov.uk). Your completed application form and your completed personal details form must be emailed GADAccreditation@dfid.gov.uk no later than Midnight, 22nd November 2019. Please include the grade and cadre you are applying for in the email title.

Please note you must submit a separate application form for every cadre you are applying for and you can only apply for 1 grade per cadre. If applying for a different cadre please refer to that cadres Accreditation Candidate Pack for more information.

**Application Process**

To apply you must submit one email with the following two documents attached separately to the email to GADAccreditation@dfid.gov.uk

1. Completed Application Form
2. Completed Personal Details Form

The accreditation process is anonymised therefore your application and personal details form will be separated and only your application form will be sifted on.

In your application you must;

1. Provide evidence against the 2 CS Behaviours; Communicating and Influencing, Leadership. Please see the [CS Behavioural Framework](#) for more information.
2. Provide evidence against the Technical Competencies listed within the application form. Please see the [Governance Technical Competency Framework](#) for more information.
3. Include your CV in the application form. This must be inserted into the end section of your application form. This cannot be submitted as a separate document. Please do not include your name in the CV section as the accreditation sifting process will be anonymised.
Assessment Process

How to Apply

Provide evidence for each of the required competencies and behaviors in no more than 250 words per competence and behavior. Remember the STAR technique, situation, task, action and result when you are preparing your response. **Please note any text that exceeds the 250 word limit will not be taken into consideration when sifting your application.**

Sifting Process

Your application will only be sifted against the stated technical competencies.

Please note the evidence you provide in your application form will be used throughout the selection and assessment process.
Assessment Process

Assessment Centre

The assessment centre process will consist of;

1. Interview
2. Presentation exercise
3. Written Exercise

If you are invited to the assessment centre you will be assessed against all five technical competencies as outlined in the Governance Technical Competency Framework and the CS behaviours.

1. Interview
This will consist of a series of questions against the technical competencies and the CS behaviours.

It may help to use one or more examples of a piece of work you have completed or a situation you have been in, and use one of the models to the left to explain: WHO or STAR.

2. Presentation Exercise
Candidates will be informed of the presentation topic by email in advance of the assessment centre and are expected to prepare a short oral presentation. You may provide the Board with a handout if you wish but note no power-point or flip charts will be available.

3. Written Exercise
This will be emailed to candidates in advance of the assessment centre. Candidates will have one hour to complete and email back.

WHO
What it was, How you approached the work/situation, your personal impact on the work and what the Outcomes were, what did you achieve?

STAR
What was the Situation? What were the Tasks? What Action did you take? How/what did you learn through a Review?
Assessment Process

Further Information

Nationality requirements
Jobs in the Civil Service are open to UK, Commonwealth and European Economic Area (EEA) and certain non-EEA nationals. Please see more information on; Nationality Rules and Immigration. This Accreditation process is open to all SAIC.

This is not a job application or civil service recruitment. This is a test of technical standards. Nevertheless, we recommend that candidates should only apply if they can actually take up Civil Service employment. DFID will not be able to accept applications from candidates who do not meet the eligibility criteria to work in the Civil Service.

Reasonable adjustment
If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

If you need a change to be made so that you can make your application, you should highlight “Assistance required” in your application to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you’re deaf, a Language Service Professional.

Guaranteed Interview Scheme (GIS)
DFID operates the GIS which means if you have a physical or mental impairment which has a substantial and long term (over 12 months) adverse effect on your ability to carry out normal day to day activities; or a long term health condition and you demonstrated you meet the minimum qualifying criteria at the application stage you will be invited to the assessment selection.

If you are eligible for the GIS please indicate on your application form.

Please note we do not reimburse any travel costs to attend the assessment centre. Candidates can be assessed remotely if required.
Indicative Timeline

Please note that these dates are only indicative at this stage and could be subject to change.

The anticipated timetable is shown below.

Interviews can be done remotely or in East Kilbride or London. At times, some members of the interview panel may be using Video Conference or phone.

Candidates are asked to note the above timetable, whilst exercising flexibility through the accreditation process.
Further Information

Feedback on Applications
Please note only feedback will be given to those who attend the assessment centre.

Contact Point for candidates
GADAcreditation@dfid.gov.uk

Equality and Diversity
The Civil Service is committed to being an equal opportunities employer and by 2020 have an aspiration to be the most inclusive employer in the United Kingdom. We value and welcome diversity. We aim to develop all of our staff to enable them to make a full contribution to meeting the Department's objectives, and to fulfil their own potential on merit. We will not tolerate harassment or other unfair discrimination on grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age, religion or sexual orientation. We will promote and support the use of a range of flexible working patterns to enable staff to balance home and work responsibilities; and we will treat people fairly irrespective of their working arrangements.

Under the terms of the Equality Act 2010, we will always consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify in your application. We will also consider any reasonable adjustments under the terms of the Act to enable any applicant with a disability (as defined under the Act) to meet the requirements of the post.
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Closing date: Monday, 22nd November 2019

When submitting your application form to GADAcreditation@dfid.gov.uk please ensure to only submit two documents (Personal Details Form and your Application Form which includes your CV within this) and include the grade and cadre you are applying for within the email title.

Good luck with your application!