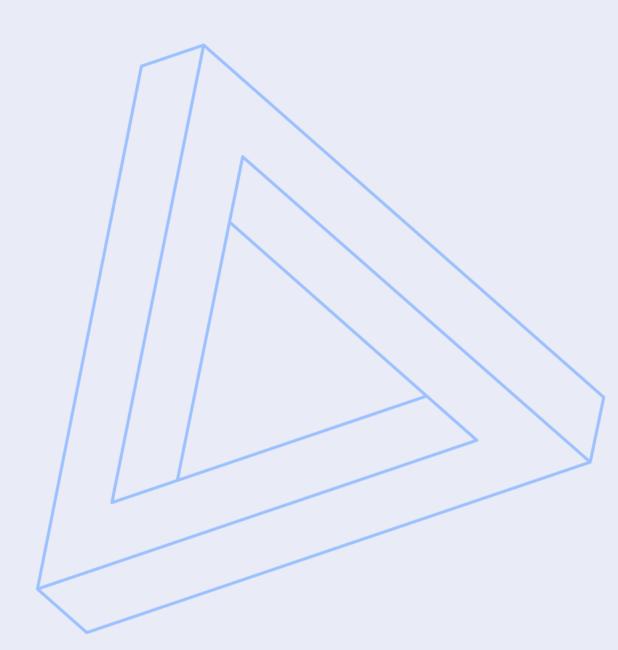


GOVERNMENT COMMERCIAL ORGANISATION





Foreword from the Government Chief Commercial Officer

Commercial activities are a key priority for government. Across government, £44 billion is spent each year through the provision of contracts for vital goods and services. It is therefore imperative that we plan for the contractual needs of government, source the right suppliers to meet those needs and then manage the resulting contracts. In doing so, we will reach the quality of service government needs and receive the best value for money. This means having a world class commercial function and to achieve this we need the best commercial people to deliver crucial activities across:

- Market Engagement
- Procurement
- Contract Management

Strengthening our commercial capability is one of the top three management priorities for the Civil Service.

""Enormous value to the taxpayer can be created when government and the biggest suppliers to government come together in a strategic way"

John Manzoni, Chief Executive of the Civil Service

As part of the Government Commercial Function (GCF), we have established the Government Commercial Organisation (GCO) that recruits, retains and develops senior commercial personnel operating in departments across government.



Meeting the challenges faced in commercial

The provision of public services grows more complex and demanding year by year. New service models emerge driven by changes in technology, lessons from what works, and rising public expectations. These require collaboration between multiple public organisations and will require commercial input. When commercial staff with the right skills are involved at the right time and in the right way, they make a massive difference to the quality of the services delivered by government.

At the same time, the way the government contracts with the private sector is under constant scrutiny from Parliament and the media. Weaknesses in commercial practice have resulted in highly critical reports by the National Audit Office and Public Accounts Committee and negative media headlines.

At a time like this, there has never been a greater need for highly skilled and effective commercial staff who are able to develop contracting arrangements in a complex and changing environment, under the weight of constant scrutiny.

There has never been a more exciting time to join the GCO. With our competitive salaries and some of the best training, development and career prospects in the UK, you will have the chance to learn and grow. You will enrich your career through working across different government departments – experiencing unrivalled scale, complexity and challenge.

Gareth Rhys Williams

Government Chief Commercial Officer

Commercial Careers in Government

GCO vision: We will recruit, develop and retain the best senior commercial talent to lead departmental commercial activities to support the delivery of policy objectives

The Commercial Profession is defined in terms of specialists and practitioners:



The Government Commercial Function

The government is investing in building functions including Commercial, Finance and Project Delivery. The Government Commercial Function (GCF) is a cross-government network of around 4,000 Civil Servants with commercial expertise; procuring goods and services for the government and developing the knowledge and skills needed to compete successfully in commercial environments. The GCF also supports departments in managing key commercial contracts and planning for future commercial needs.

The Government Commercial Organisation

The Government Commercial Organisation (GCO) is the single employer of senior commercial professionals, Grade 7 and above, within the GCF. The GCO was established in early 2017 to bring together the best commercial talent across government. It provides commercial specialists with centralised commercial accreditation, targeted development and access to a network of commercial leaders.

The Government Commercial Function is one of the ten core functions the government is committed to strengthening."

John Manzoni, Chief Executive of the Civil Service



Why join the GCO?



Have a Unique Career Conversation

- The GCO is committed to your professional development and providing opportunities for career progression
- There are dedicated career coaches who will discuss your career ambitions and what you want to achieve in the GCO
- You will have exciting opportunities to move into different roles, gaining valuable experience which could take you anywhere across government



Become an Accredited Commercial Specialist

- You will become an accredited commercial specialist through our Assessment and Development Centre (ADC)
- The ADC will equip you with the right leadership, technical and commercial skills, coupled with a personal development plan to grow for the future
- If successful at the ADC, you will receive accreditation or a tailored development programme to help you rapidly achieve accreditation



Access a Tailored Learning • and Development Offer

- You will have access to a range of learning and development opportunities to help you grow as a commercial leader in government
- Our L&D offer includes a suite of training options including 1:1 and group coaching sessions, masterclasses, mentoring and action learning sets
- Once accredited, your development doesn't stop there. We offer a further development programme with fantastic feedback from our staff



Engage a Network of Senior Commercial Staff

- The GCO unlocks access to a community of like-minded, commercial professionals who bring a broad range of experiences across departments
- There are plenty of networking and peer learning opportunities through national senior speaker events led by senior commercial leaders
- You can utilise our peer review and red review services, gaining constructive challenge and tapping into expertise from a connected, specialist network

"The career coach was great and helped tremendously in reassessing my interview techniques, recognising my strengths and weaknesses, and to stop underselling my achievements."

GCO staff, feedback on career coaching

"The GCO Development Programme surpassed my expectations and it was a huge benefit for me to have some time out of the office to focus on my training and development. I feel very excited and motivated, about what I can practically do to support me on my leadership journey."

GCO staff, feedback on development programme

"The GCO talent team worked very hard to find the perfect mentor and they succeeded brilliantly. My mentor helped me identify on-the-job development options and gave me real inspiration to get out of my comfort zone and achieve more."

Christian Destombes, Associate Commercial Specialist, Complex Transactions Team



GCO Remuneration Offer



The GCO provide a market competitive remuneration package

The GCO offers a new and competitive remuneration package, different to the traditional civil service benefits. This has been designed to attract the very best commercial talent and includes base salaries of between £65,000 and £190,000, as well as additional performance related pay (up to 20% for the most senior of roles). We also offer death in service, ill health benefit, pension scheme, 25 days holiday (with the option to purchase additional days) in addition to public holidays and a privilege day for the Queen's birthday.

You would enjoy all of these benefits and also be part of an internationally acclaimed organisation

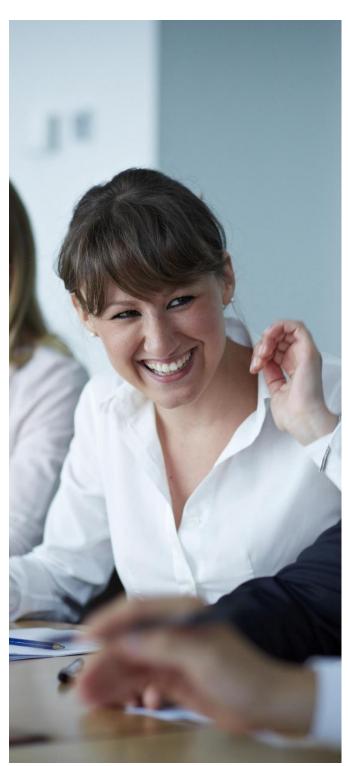


Shortlisted for the CIPS – 'Best People Development Initiative 2017'



Shortlisted for the Procurement Leaders World Procurement Awards – 'Learning & Development Award 2018'

What our staff say about us



"I am particularly impressed by the mentoring programme and I have truly enjoyed some of the training that I've been signposted to. Having been matched with my mentor by the Talent team, I thought the recommendation for a "Chemistry" discussion was a good approach as it doesn't feel like a mandated match.

The training run by GCO is great - I attended the Drafting, Briefing and Submissions course which was really good. The fact that the tutors were ex-civil servants and able to provide context to the scenarios discussed was brilliant. They shared their knowledge and experience to those of us who are new to the Civil Service and who often wonder 'why is it done like this?' Really great experience!".

Zara Carter, Associate Commercial Specialist, Department for Work and Pensions

"It is fair to say that there was considerable apprehension in MoD towards the GCO transition mostly because we value highly our connection with Defence and were concerned that it might become eroded as employees of the Cabinet Office. I think those fears were completely unfounded, nothing has changed. I feel as connected to Defence as I did before, my stakeholders see no difference.

For the first time in my very long career as a Commercial Officer there is an active interest in me, my career path and my development. I feel more connected to senior commercial staff across government and the GCO acts as a key to unlocking engagement across our profession. I like feeling part of a professional group and also part of a stronger team. I am already mentoring a Commercial Officer from the Home Office, contributing to the BEIS Commercial Red Team Reviews and have offered my services as an assessor at the GCO ADC."

Fiona Phillips, Head of Commercial Army, Ministry of Defence

Useful Contacts

Please visit the GCF careers page on: https://jobs.jobvite.com/gcf/jobs or https://civilservicejobs.service.gov.uk/ for current vacancies.

Alternatively, please email: commercialresourcinghub@cabinetoffice.gov.uk requesting further information about how to apply for a role or any additional information.

Follow us on Twitter - @GCF_Comms

Our Leadership Team

Government Chief Commercial Officer Gareth Rhys-Williams



Director of Government Commercial Function Chris Hall



Director of Government Commercial Organisation Marco Salzedo



Deputy Director of Government Commercial Organisation Flora Huskisson



