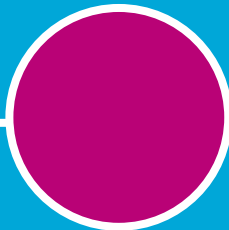
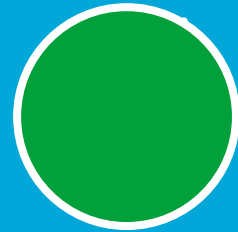




Government Science
& Engineering

Government Science & Engineering (GSE) Profession

Employee Value Proposition March 2022



Outlining
what the GSE
Profession can
offer you.

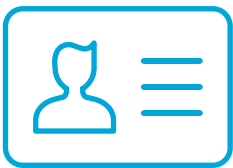
In the **Government Science & Engineering Profession**, we see colleagues as individuals who have much more **value** than just carrying-out their day-to-day job.




We recognise the importance of bringing your whole self to work to achieve a sense of personal and professional development.

In addition to this, we believe everyone should have the opportunity to contribute towards the strategic objectives of departmental and national priorities. This ensures all members have a sense of accomplishment, progression, and feel supported in shaping decision making.

The GSE Profession has introduced relevant interventions and offers to ensure members are supported in their current role and are able to find something to satisfy their source of motivation and enrich their experience!





"As a Profession member, what's in it for me?"

There are a range of offers available to all members to ensure you are fully supported by the GSE Profession. These resources have been produced and collected to provide you with all the key information you need to help you perform at your best.

We have broken this offer into: Learning & Development; Equity; Diversity & Inclusivity; Reward; Networking & Engagement; Talent; and Leadership.

Learning & Development



GSE Career Framework

The [GSE career framework](#) is an important document which outlines the skills, knowledge and experience required to be an effective scientist or engineer in government.

GSE Professional Recognition Offer

The GSE profession have partnered with various science and engineering professional institutions to provide you with direct links and support in becoming professionally recognised. This support ranges from signposting information on what it means to become a member or chartered, to advice on getting funded in your application.

GSE Skills Assessment Tool

This is an [online, interactive, personal development tool](#) for all our members which supports your career aims, skills, and learning.

Science & Engineering 101

[S&E101](#) is introductory learning on various science and engineering topics, it also includes two new bespoke online awareness level learning products on using and communicating science/engineering advice.

GSE Induction Pack

The [GSE Profession Induction Pack](#) is to help new and existing members integrate into our community quickly, access key resources, understand the Profession's work, and the work of our members.

Systems Thinking Postgraduate Level Apprenticeships

The GSE Profession help promote the following apprenticeships:

- Systems Thinking Practice
- MSC Systems Thinking in Public Service

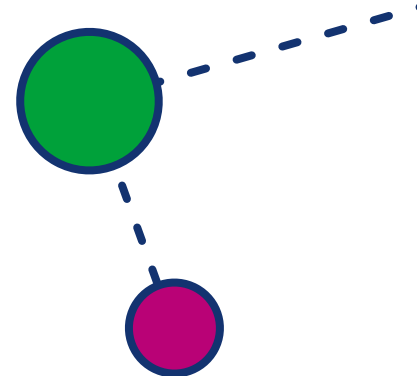
For more information contact gse@go-science.gov.uk.

STEM Futures

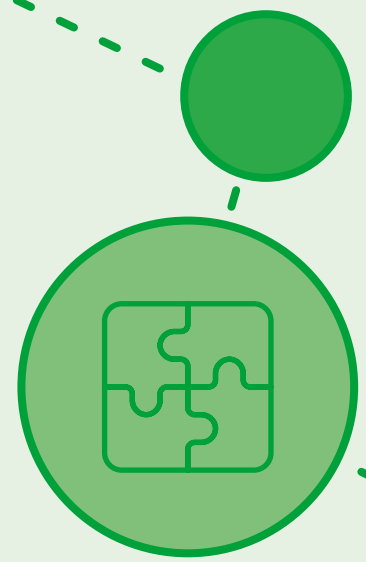
[STEM Futures](#) is an established partnership of 21 organisations across industry, academia, and the public sector. The aim of this partnership is to support individuals working in STEM roles with the development of technical skills, knowledge and experience through on-the-job learning via placements supplemented by education.

Royal Society Pairing Scheme

The pairing scheme offers civil servants the chance to join a practising research scientist to better understand how to access evidence and expertise to strengthen decision making.



Equity, diversity & inclusivity



Government Science and Engineering Profession's diversity and inclusion (D&I) strategy

Sets out the D&I mission statement, vision, and approach that is being taken to deliver the plan.

GSE Returners' pack

Is a toolkit for recruiting managers to assist with a supported route back to employment for individuals seeking to return to their profession, often allowing them the flexibility to manage their return in a way that suits both them and future manager.

Diversity and Inclusion Action Group (DIAG)

Is championed by volunteers from across the Profession and its purpose is to drive the delivery of solutions and interventions, to meet systematic challenges within science and engineering.

GSE Connect

Offers partnering, support, coaching, networking, and co-mentoring for women working in STEM-related roles.

Inclusive calendar programme

Recognising and celebrating key dates, through the publication of associated blog content, and hosted keynote speaker events, such as International Women in Engineering Day and International Day of Women and Girls in Science events.

Everyday role-modelling blog programme

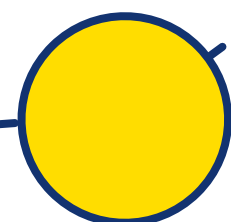
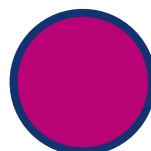
Promotes, empowers, encourages and inspires colleagues to be their best self, break the mould, and step up for equity and inclusivity.

Future Projects

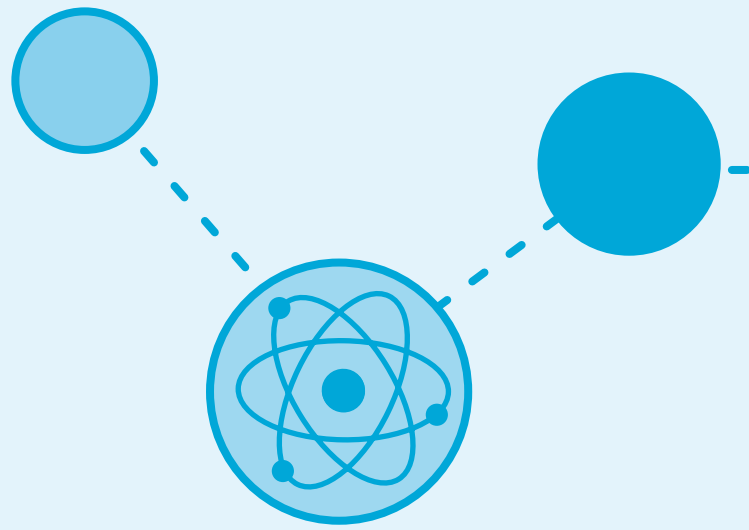
Keep checking the Government Science and Engineering blog pages for updated information on future initiatives such as, developing a diverse STEM pipeline, Science Live schools' project, GSE Awards. Please contact gse@go-science.gov.uk if you are interested in getting involved.

Women In Science and Engineering (WISE)

Focus on being leaders of creating positive cultural change in STEM sectors, to make a difference. The GSE Profession's membership extends to all those who are part of the GSE Profession and gives access to member only benefits upon sign-up.



Reward



Your organisation offer

To find out the latest information about what is available in your organisation, please visit your local HR intranet pages which provide comprehensive guidance across all departmental reward and benefits policies such as:

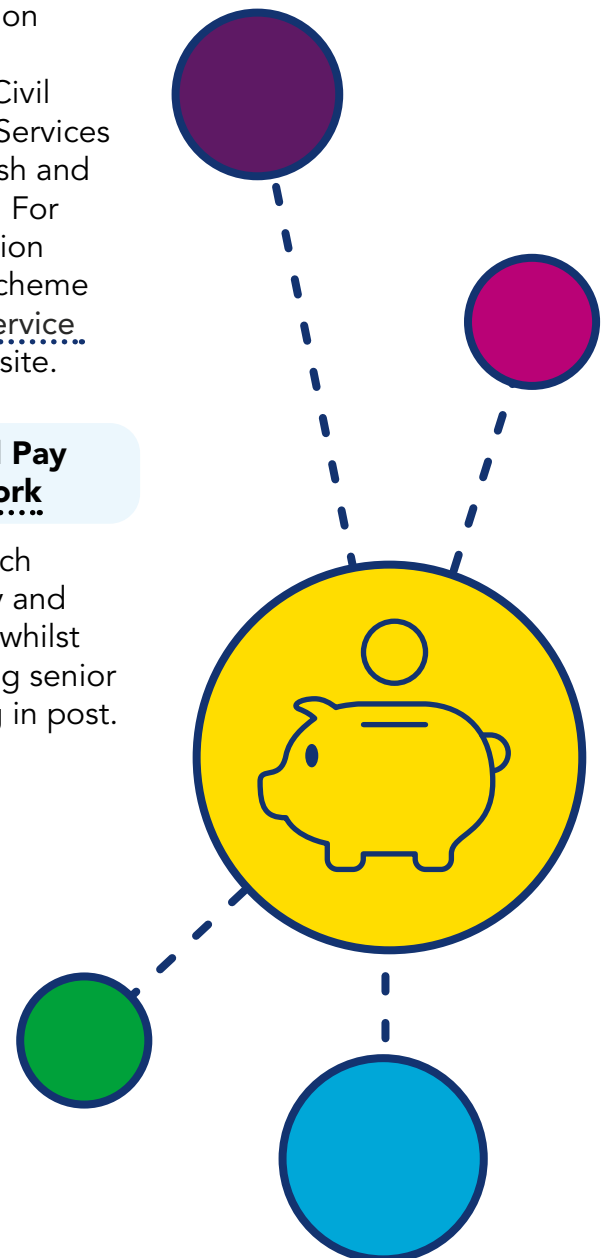
- Adoption leave
- Career Break scheme
- Employee assistance programme
- Expenses Policy
- Maternity leave
- Overpayment
- Parental leave
- Paternity leave
- Pay policies
- Shared parental leave
- Season Ticket Loans
- Special Leave

Pensions

The Civil Service pension scheme is available to employees of the UK Civil Service, plus the Civil Services of the devolved Scottish and Welsh administrations. For details about the pension arrangements of the scheme please visit the [Civil Service Pensions Scheme website](#).

SCS Capability Based Pay Progression Framework

Delivers a new approach which builds capability and SCS subject expertise whilst retaining and rewarding senior leaders for developing in post.



Networking & engagement



Newsletter

All GSE members receive a [monthly snapshot](#) of the latest activities from across government which range from events, publications, L&D opportunities and case studies.

Blog

Where the [GSE community](#) come together to discuss and share their stories, from those related to policy areas such as COP26, to first-hand personal accounts to celebrate events such as National Inclusion Week.

GOV.UK

A place to review [profession updates and publications](#), from the Diversity & Inclusion Strategy, to a 6 month update from Head of the Science & Engineering Profession, Sir Patrick Vallance.

Knowledge Hub

A [platform](#) which makes it easier for members to connect and share ideas, receive important announcements,

and access internal GSE content and publications no matter where they work in government. See Knowledge Hub for our guidance on [access and use](#).

GSE Conference

The Conference brings together decision-makers, scientists, and engineers from across government to share experiences, engage with other professionals and celebrate the scientific and engineering community.

MyScience Videos

These videos highlight the variety of science and engineering skills, the diverse roles in government, and the highlights of our members. Check out a sample on [LinkedIn](#) or access the full videos on [Youtube](#)

GSE Lifecycle Case Study booklet

We have developed a Case Study Booklet that showcases the different work undertaken by scientists and engineers across government.

You can access the Case Studies on [Github](#) or you can view on our [Knowledge Hub](#).

Directory

The GSE team has created a repository to access scientific and engineering expertise from across the GSE Profession. This is available on our profession's [Knowledge Hub](#).

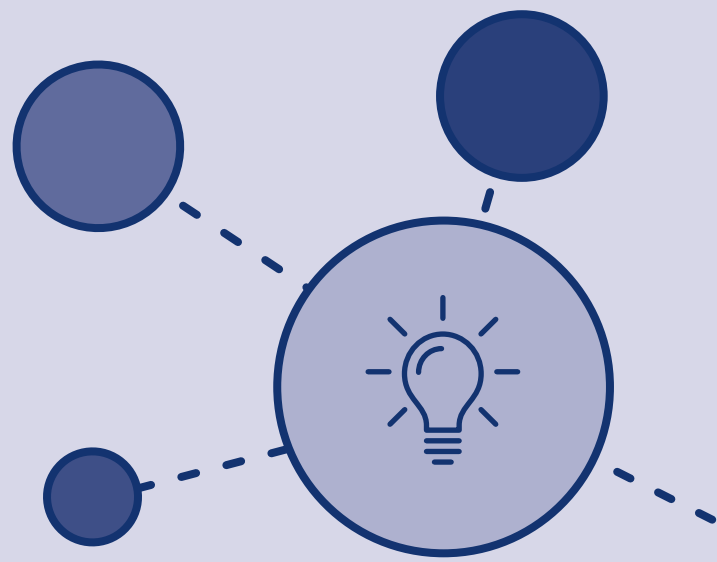
Glossary

We have a GSE Glossary which contains key terms used by the science and engineering community within government. This is available on the GSE Profession's [Knowledge Hub](#) as well as available on [Github](#).

Annual Survey Data

Reports compiled from our 2021 Annual Survey, outlining trends in Comms, D&I, L&D and member info.

Talent



Science and Engineering Fast Stream (SEFS)

Offers our candidates a specialised Learning and Development Curriculum as part of the 3-year scheme. The L&D curriculum is a mixture of workshops and networking events such as:

- Specific science workshops, eg. evidence synthesis, futures and systems thinking
- Introductory Breakfast with the Government Chief Scientific Advisor Sir Patrick Vallance and Chief Scientific Advisor Seminars
- SEFS Discovery Day and Away Days
- The Royal Society Fellowship Networking Event

Alumni networks

Alumni networks for individuals who have successfully completed SEFS and DAS programmes are being set up. Please get in touch with the GSE team to join these alumni network groups.

Support for Civil Service talent scheme applicants

The GSE provide support and help in preparing for interview for members who wish to progress their careers through a corporate talent scheme.

Direct Appointment Scheme (DAS)

The direct appointment scheme (DAS) is an initiative that recruits high capability individuals who demonstrated potential during the rigorous Fast Stream assessment process but were not offered a Fast Stream post.

STEM Challenge

The STEM Challenge is made up of a group of Civil Service Fast Streamers with science and engineering academic backgrounds who wish to promote STEM attainment in schools and encourage diversity, social mobility and inclusion within the STEM fields and beyond.

Science and Technology Network

The Fast Stream Science and Technology Network is a new science and technology-based community run by Fast Streamers for Fast Streamers. For more information about us, you can join our [monthly newsletter mailing list](#) and can visit our [Fast Stream Intranet page](#).

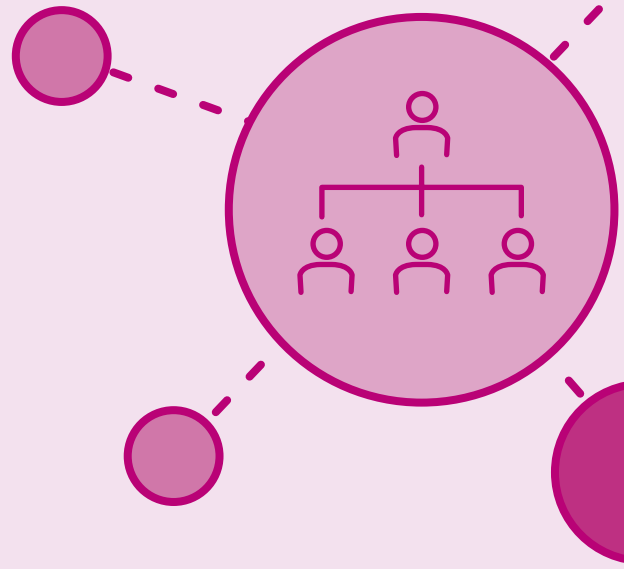
CSA Seminar

A CSA from each government department hosts a seminar on a rolling 12-month timetable to all SEFS speaking about their previous experience/background, their current role and their current departmental priorities.

Podcast

Science & Engineering Podcasts which feature prominent civil servants and special guests. The podcast will be available on the FSET Comms Podbean feed (<https://fsetcomms.podbean.com/>).

Leadership



Talent Development Mentoring Program

GSE profession is set to launch an Empowering Mentoring Scheme in April/May 2022 for all GSE profession members to support your personal & professional development.

GSE Leadership Values

GSE profession has concluded a range of focus group sessions with professions' members to gain insights on leadership challenges, and will publish GSE Leadership Values in June/July 2020.

Leadership in Action

A set of 8 Leadership attributes defined by [Civil Service Learning](#).

Networking

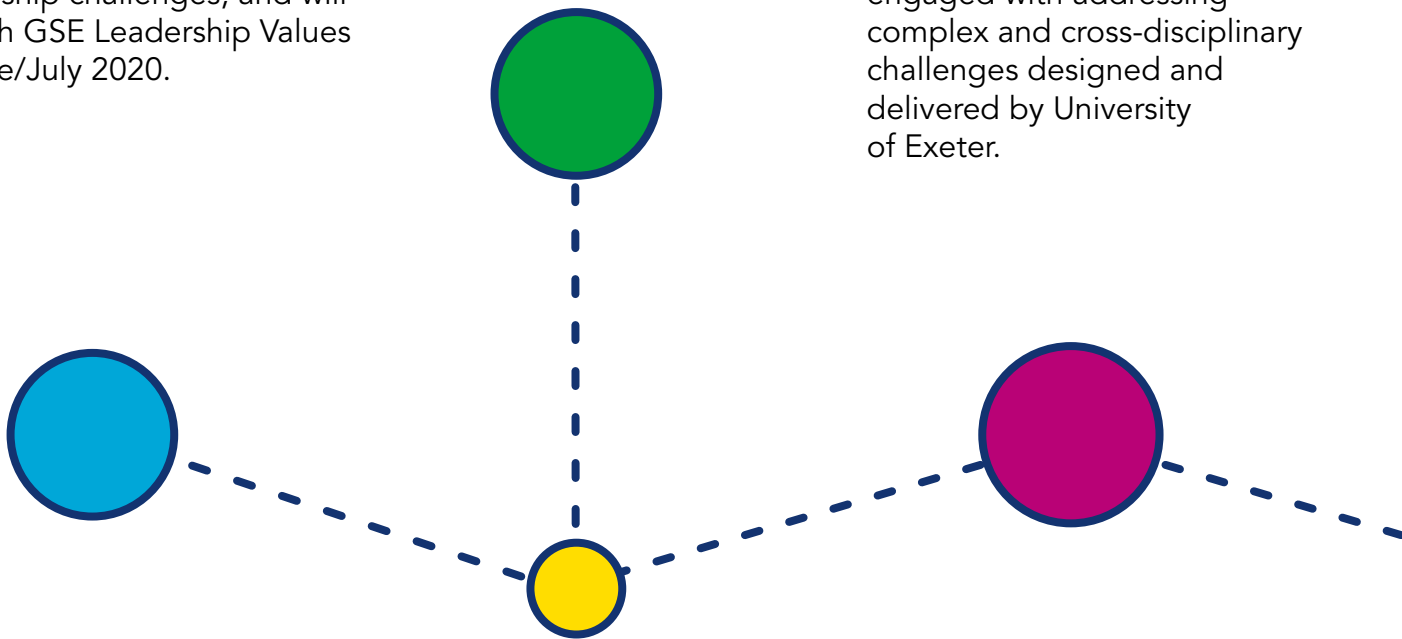
Opportunities to attend a range of learning and networking events – including with Chief Scientific Advisors from across the government.

Career pathways

GSE offers a range of assistance for career progression to be discussed with your manager or mentor e.g., [GSE career framework](#), [skills assessment tools](#), Empowering Mentoring Scheme.

Systems Thinking Practitioner Degree Apprenticeship

This course is for mid to senior level public sector staff engaged with addressing complex and cross-disciplinary challenges designed and delivered by University of Exeter.



Leadership Development Schemes

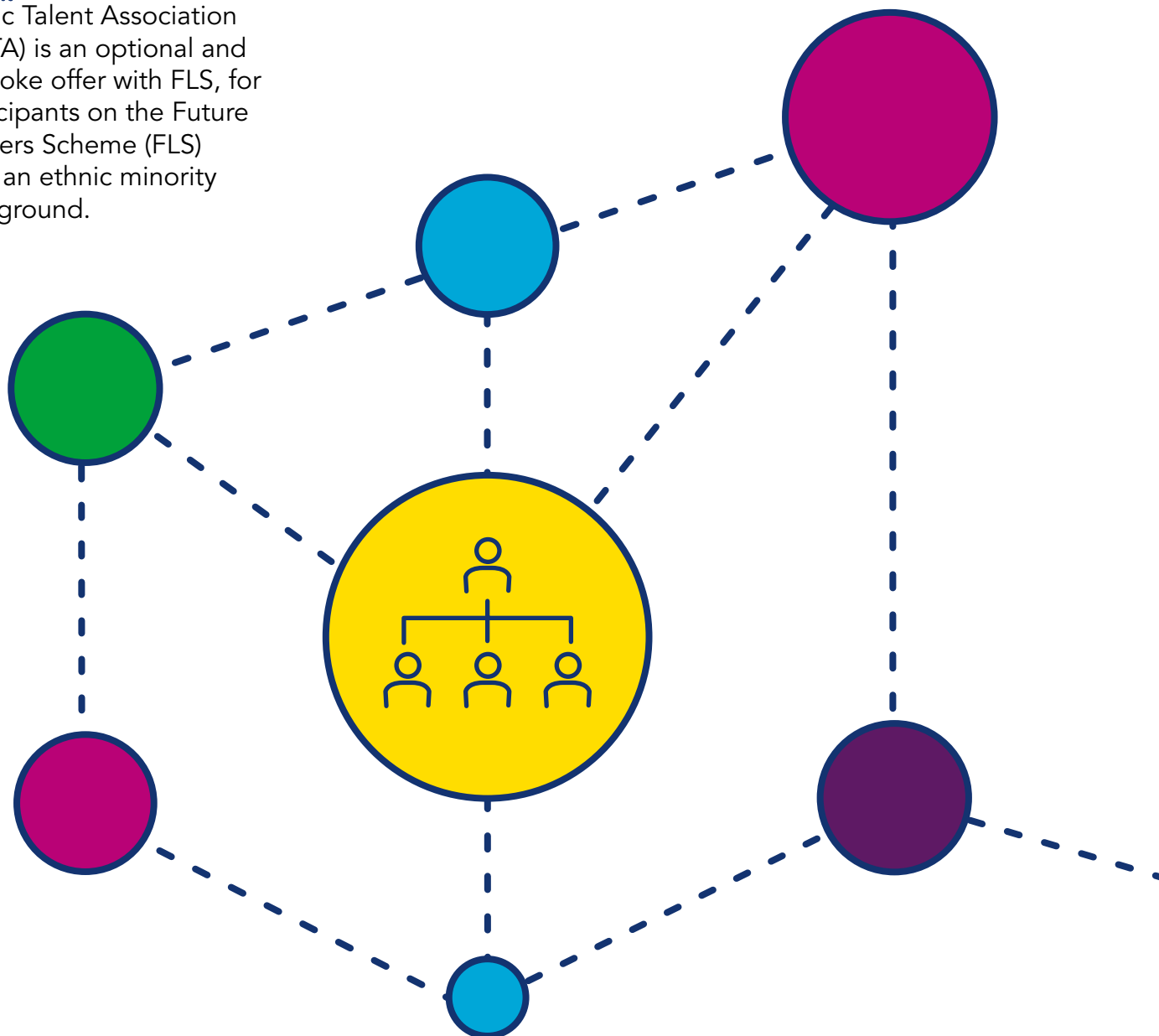
GSE profession encourage and assists profession members to take up range of Leadership Development Schemes available for all Civil Servants;

- **Future Leaders Scheme (FLS):** this accelerated development scheme is for civil servants who have the potential to reach the highest levels of the Civil Service. It is designed for those at Grades 6 and 7.
- **META:** The Minority Ethnic Talent Association (META) is an optional and bespoke offer with FLS, for participants on the Future Leaders Scheme (FLS) from an ethnic minority background.

- **DELTA:** Disability Empowers Leadership Talent (DELTA) is an optional and bespoke programme aimed at supporting the development of participants with disabilities and/or long-term health conditions.
- **Senior Leaders Scheme (SLS):** this accelerated development schemes is for civil servants who have the potential to reach the highest levels of the Civil Service. It is designed for Deputy Directors (SCS1).

- **Beyond Boundaries:** this one year cross-government emerging talent programme is designed to help participants develop the knowledge, skills and networks required to build a satisfying and effective career in the Civil Service. It is designed for grades AA to SEO. Check the [Government Skills and Curriculum Unit](#) for up to date details.

Further leadership development will be coming up later in 2022, check [Knowledge Hub](#) for future updates!

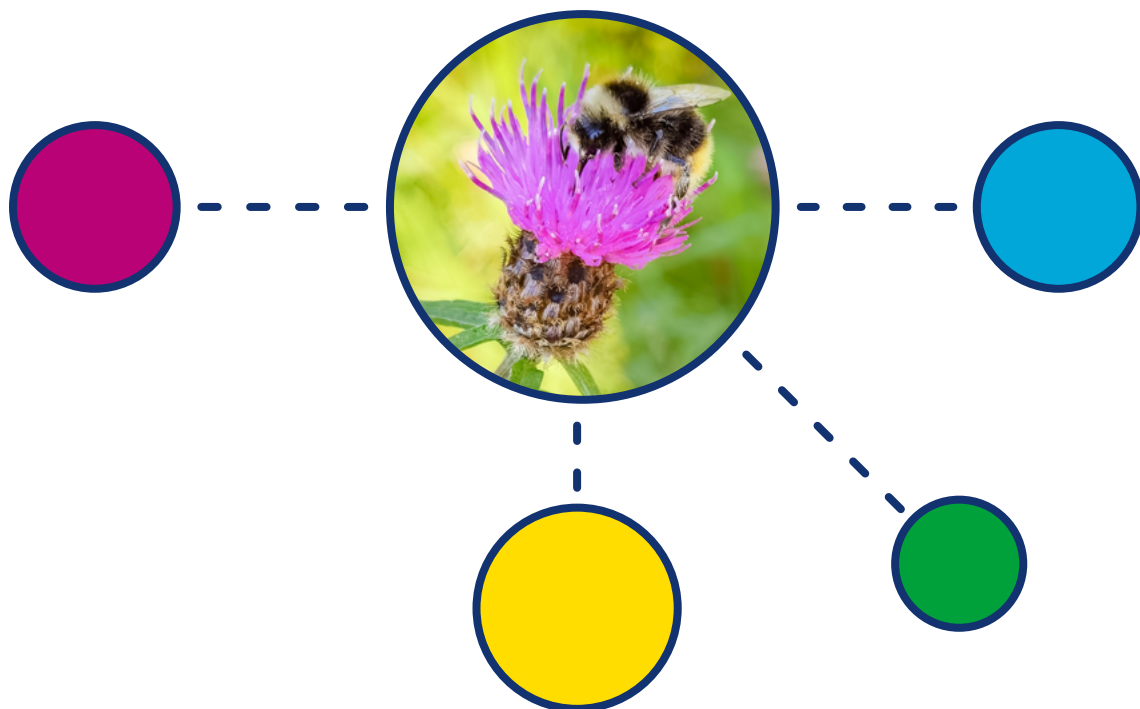


"What's in it for my organisation?"



The Profession is at forefront of the government's ambitious agenda to build science capability, through Civil Service agenda's such as A Modern Government Reform and the implementation of the Science Capability Review.

As a member of the Profession, we all have opportunity to contribute towards national priorities in our own unique capacity. The profession has published its GSE 2021 Strategy with a focus on 6 key areas: Expertise, Interchange, Inclusivity, Learning & Development, Talent and Leadership. These areas will enhance members' capability to deliver these ambitious government policies, within a robust GSE governance structure which is led by Sir Patrick Vallance.



Please contact gse@go-science.gov.uk for up-to-date information on each offer.