Government
Commercial
Function

GOVERNMENT COMMERCIAL FUNCTION

Commercial learning and development programmes



Version 1

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Introduction

The Government Commercial Function (GCF) offers 3 bespoke programmes, 2 programmes for accredited commercial professionals and 1 programme for those working towards accreditation.

The programmes are designed for commercial professionals at commercial lead through to senior commercial specialist levels.

Programmes

Commercial lead (CL) level

The Bridge Programme - Strengthening the Commercial Capability of Commercial Leads

The Programme for Accredited Commercial Leads

Associate commercial specialist (ACS), commercial specialist (CS) and senior commercial specialist (SCS) levels

The Programme for Accredited Senior Commercial Professionals

An alternative offer to a development programme is available to support ACS, CS and SCS level commercial professionals who have attained a 'B' at the commercial ADC and are working towards commercial ADC accreditation. The entry requirements remain the same.

Background

The 3 commercial learning and development programmes were developed and designed using insights from the commercial Assessment and Development Centre (ADC) and with the expertise of senior commercial specialists, subject matter experts (SMEs) and learning and development specialists.

Analysis of commercial ADC data identified 'leadership skills and capability' and 'business acumen and commercial judgement' as key areas for further professional development. The 3 bespoke programmes were designed to focus on these 2 themes, which are delivered using a series of practical, interactive webinars, peer networking, collaborative action learning, and tailored self-reflection designed to translate learning into action.

This evidence-based approach ensures the programmes address the current and most pertinent development needs within the commercial profession.

Programme content

The 3 programmes are focused on developing behaviours, skills and knowledge in the areas of leadership skills and capability and business acumen and commercial judgement. The content of each programme is bespoke and has been designed to meet the learning needs of the target audience.

Programmes

Commercial lead (CL) level

The Bridge Programme - Strengthening the Commercial Capability of Commercial Leads



Who is it for?

CL who have attained a 'B' at the commercial ADC and are working towards commercial ADC accreditation.



Entry requirements

To access the programme, participants must:

- have attained a 'B' at CL level at the commercial ADC
- be working at the level of the programme either substantively or on temporary promotion (TP)
- have their line manager's support

Commercial lead (CL) level

The Programme for Accredited Commercial Leads

Who is it for?

Commercial ADC accredited CL who would like to further develop their commercial expertise.

Entry requirements

To access the programme, participants must:

- have attained an 'A' at CL level at the commercial ADC
- be working at the level of the programme either substantively or on temporary promotion (TP)
- have their line manager's support

Associate commercial specialist (ACS), commercial specialist (CS) and senior commercial specialist (SCS) levels

The Programme for Accredited Senior Commercial Professionals

Who is it for?

Commercial ADC accredited ACS, CS or SCS commercial professionals who would like to further develop their commercial expertise.

Entry requirements

To access the programme, participants must:

- have attained an 'A' at ACS, CS and SCS levels at the commercial ADC
- be working at the level of the programme either substantively or on temporary promotion (TP)
- have their line manager's support

Support throughout the programmes

Throughout the programmes, ongoing guidance from the GCF and active support from line managers will ensure participants stay on track to accomplish their goals. Line managers play a vital role in this process by actively encouraging and supporting learners throughout their development.

Outcomes

On completion of the programmes, commercial professionals will return to their teams with new practical techniques and innovative approaches that support and empower them to become commercial leaders of the future. Participants are expected to take a proactive approach to their development to fully benefit from all the opportunities the programmes offer. Throughout the curriculum, there is a strong emphasis on their role in driving culture change, as well as the expectation that they proactively share their knowledge, skills and expertise with colleagues.



Learner adjustments

We are committed to supporting learners throughout their learning journey. Please let us know if learner adjustments are required to enhance the learner experience.

Our team has extensive experience supporting candidates who require learning adjustments, and all information provided will be treated confidentially. If information has been previously shared with the ADC team, it will need to be collected again due to GDPR regulations.

A learner adjustment can be requested by emailing gcclearneradjustment@cabinetoffice.gov.uk.



Further information

Learners are encouraged to regularly check the Government Commercial College (GCC) and Knowledge Hub platforms for learning opportunities, events, red team exercises and peer review activities.

For further queries regarding the programmes, please email the Commercial Learning and Development Team via commercial-development@cabinetoffice.gov.uk.

