

C E S

**The Centre
for Effective
Services**

Graduate Programme 2023-2024

Information for Applicants

About CES

CES aims to improve the lives of people living in Ireland and Northern Ireland by supporting the implementation of excellent public services through evidence informed policy and practice. We work with government departments and service providers to design, develop, implement and evaluate public policies and services.

CES is a not for profit, all island organisation established in 2008. An early focus on children and young people is still important to our work, and we have expanded our work in health, social care, education, justice and housing. Originally funded through philanthropic and state grants, CES is increasingly funded through income generation in providing expert support aligned with our charitable status.

Read our latest organisational strategy 'Partnerships, Profile, People' [here](#).

Our Values

The following values are important to us in how we approach our work:

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- **Collaboration**
 - **Creativity**
 - **Equity**
 - **Evidence**
 - **Learning**

CES Graduate Programme

The Centre for Effective Services (CES) has a customised Graduate Programme, representing a fantastic opportunity to train and develop a new generation of graduates with specialist experience of implementing evidence informed services, and the translation of evidence into policy and practice to improve outcomes.

CES is now seeking participants for its **2023/2024 Graduate Programme**. CES will recruit recently qualified graduates or post-graduates and provide them with a full-time structured training programme. The programme **combines professional and personal development** and **work experience** over a period of 12 months.

The Graduate Programme offers excellent opportunities for **developing skills** and **knowledge**, combined with the opportunity to put these into practice across a range of CES projects. Graduates will get the opportunity to **work with experienced staff** in CES and have the benefits of access to world class thinkers, practitioners, and researchers who are part of CES and its networks. The skills developed on the programme **enhance the employment prospects** of graduates and position them well should they choose to remain in this line of work or go on to work in related areas.

Graduates come from a wide range of backgrounds but are required to have a **graduate** or **post-graduate** qualification in a **relevant area** such as **social sciences, health sciences, health economics, law or communications**.

How does the Graduate Programme work?

Graduates will undertake a **structured full time 12-month programme** beginning on Monday 2nd October 2023. On commencing they will be allocated a manager who will support them during the programme and based on their development needs, will work with them to draw up a learning contract and develop an evidence portfolio.

Each graduate will work closely with different **CES Project Specialists** to ensure that they gain experience of the different core functions in CES. The emphasis of the programme will be on the 'how to' of implementing evidence informed services, which will include developing products and resources and the translation of evidence into policy and practice to improve outcomes. They will also have the opportunity to attend external learning events.

What can graduates expect from the CES Graduate Programme?

Develop your understanding of:

1. Applying research and evidence
2. Implementation practice
3. Evaluation approaches
4. Knowledge transfer and communications
5. Government policy and services in the areas of health, children and families, education, and justice.

Develop your skills in:

1. Project management
2. Knowledge transfer and effective communication
3. Change management
4. Interpretation of research findings
5. Interpersonal relations.

What is CES looking for in graduates?

CES are looking for graduates with the following:

- A strong interest in using evidence to solve real life problems
- The ability to apply academic learning into practice.
- The ability to develop good interpersonal relationships with a wide range of professionals and organisations
- The ability to function as a team player
- The ability to manage your time and prioritise competing demands
- The ability to work on your own initiative
- An excellent standard of spoken and written English
- A graduate or post graduate qualification in social sciences, health sciences, health economics, law or communications
- Relevant work or voluntary experience.

Applicants should also be able to clearly demonstrate how the Graduate Programme at CES can contribute to their professional development.

The graduates will be based in either **Dublin** or **Belfast** with occasional travel between the two CES offices. The programme requires a full-time commitment.

A training allowance is provided to each graduate to support their participation.

Ireland - €22,035 per annum

Northern Ireland - £19851 or £20,319 depending on age

Please note these rates will increase in line with statutory increases in national minimum/living wage rates.

Next steps

Applicants are requested to download and complete the CES Graduate Programme Application Form and send to recruitment@effectiveservices.org by **5pm on Monday 5th June 2023**.

Shortlisted applicants will be invited to **interview** on the weeks commencing **26th June** and **3rd July 2023**.

The **programme will commence** on **Monday 2nd October 2023**.

Download the 2023/24 application form from the **careers page of our website**.

Further information on the work of CES can be found on our **Website, LinkedIn, and Twitter** pages.