

Graduate Officer Scheme

Encouraging career growth through structured opportunities



States of
Guernsey

Scheme Overview

Program Structure

A three-year structured development program with placements across various public sector areas.

Practical Experience

Participants contribute to impactful projects in policy, governance, digital transformation, and social services.

Personalised Development

Tailored training plans and professional qualifications suited to individual career goals.

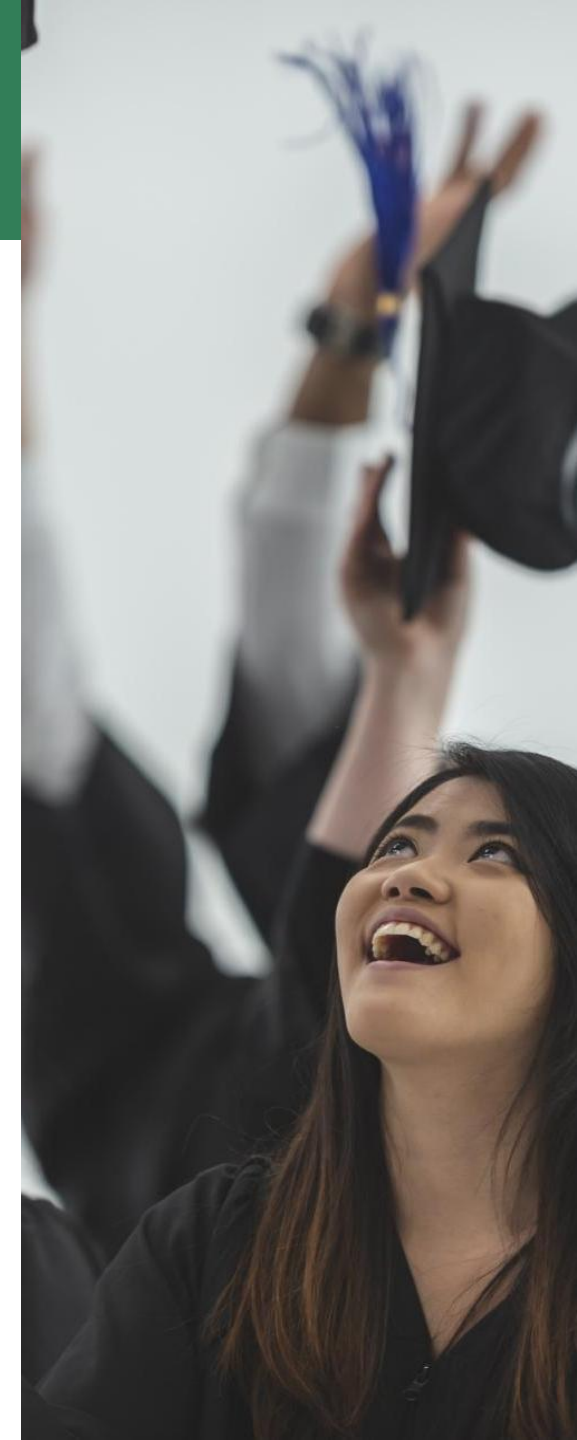
Support and Mentorship

Continuous guidance from HR and line managers ensures growth and success throughout the scheme.



Benefits and Opportunities

- **Competitive Salary**
- **Pension Scheme**
- **Good work life balance**
- **Training and Development**
- **Career Progression**
- **Employee Assistance Programme**
- **Stability**
- **Community - the work you will be involved in directly effects the community you live in**



Core Duties and Tasks

Project Support

Graduate Officers provide vital project support to ensure timely progress and effective outcomes and ensure projects run smoothly and effectively.

Data Collection and Analysis

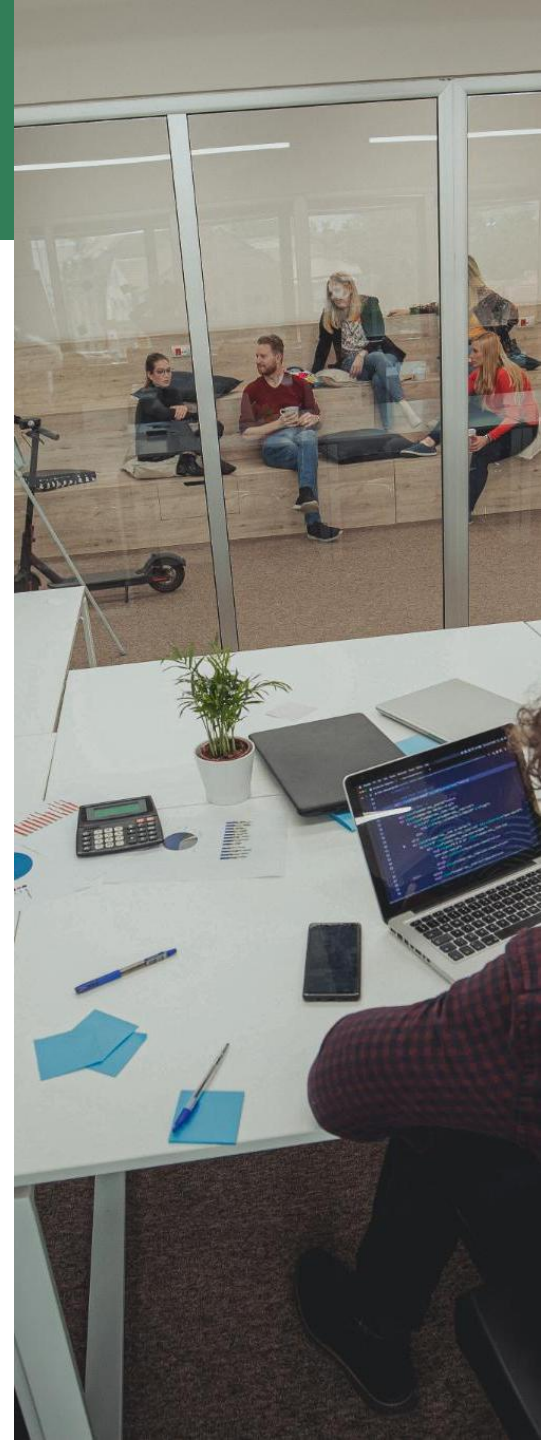
They conduct data collection, auditing, and analysis to monitor performance and support informed decisions.

Policy Development and Research

Graduate Officers contribute to policy development by conducting research and drafting reports for consultation.

Stakeholder Communication

They facilitate collaboration through communication with colleagues, third parties, and the public.



Examples of diverse and contrasting service areas

Children & Family Community Services

Digital & Technology Sector

Fire & Rescue

Education Governance

Uniformed Services (Fire & Rescue, Prison, Police, EFCB etc)

Employment & Social Security

Health and Social Care

Sport and Culture



Professional and Personal Development

Project Management Skills

Graduates learn to plan, execute, and monitor projects effectively, gaining essential management expertise.

Research and Analytical Skills

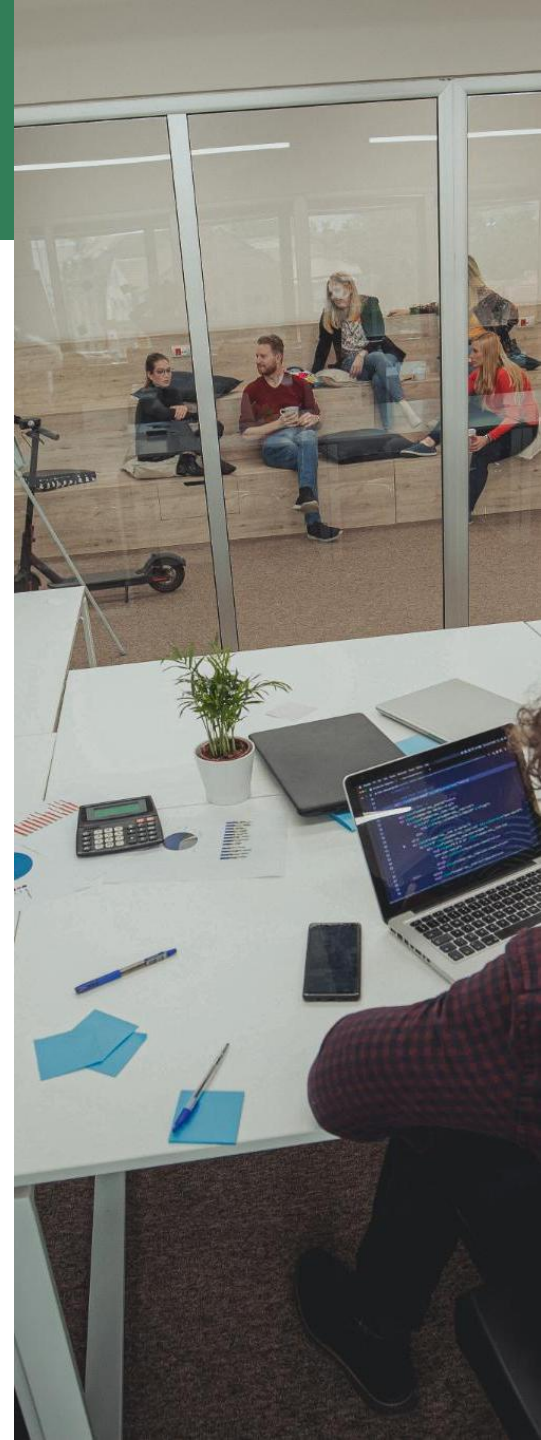
Participants develop skills in data collection, evaluation, and interpretation to support evidence-based decisions.

Communication and Presentation

The scheme fosters confidence through report drafting, stakeholder interaction, and presenting complex information clearly.

Leadership and Adaptability

Emphasis on leadership and strategic thinking prepares graduates for decision-making and dynamic environments.



Application Process and Requirements

Eligibility Criteria

Candidates must be recent graduates with strong academics and an interest in public service to qualify.

Application Submission

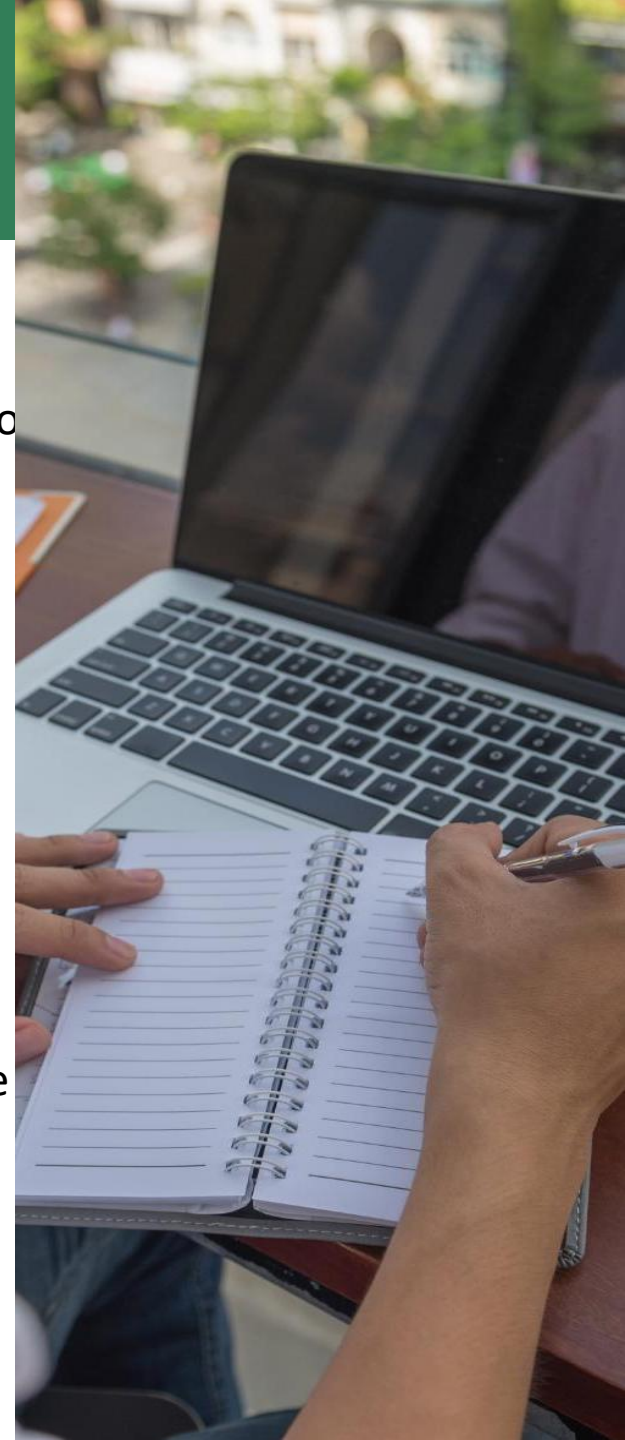
Applicants submit an online application form detailing personal, educational info, and motivation for joining.

Assessment Process

Shortlisted candidates undergo interviews.

Program Commencement

Successful candidates begin a three-year professional development journey within the scheme starting in September.



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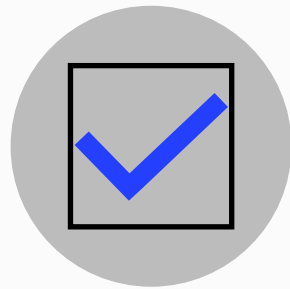
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Post Graduate Certificate in Teaching

1 Year – Full Time



ENTRY
EQUIREMENT



COURSE
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FUNDING

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Thank you

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