

## Centre for Effective Services

### Graduate Intern Programme: *Information for applicants*



#### About CES

The Centre for Effective Services (CES) has a customised Graduate Intern 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 2021/2022 Graduate Intern 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.**

#### CES Graduate Intern Programme

The Graduate Intern Programme offers excellent opportunities for developing skills and knowledge, combined with the opportunity to put these into practice across a range of CES projects. Graduate interns 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, its networks and Associates.

The skills developed on the programme enhance the employment prospects of graduate interns and position them well should they choose to remain in this line of work or go on to work in related areas.

Graduate interns 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 Intern Programme work?



Graduate interns will undertake a structured full time 12-month programme beginning at the end of September 2020. On commencing they will be allocated a manager/lead trainer who will supervise them throughout 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 intern 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 and will be supported to plan and undertake a short placement outside of CES, towards the end of the programme.

#### What can graduate interns expect from the CES Graduate Intern Programme?

##### DEVELOP YOUR UNDERSTANDING OF:

1 Applying research & evidence

3 Evaluation approaches

5 Government policy & services for children, families & communities

2 Implementation practice

4 Knowledge transfer & communications

##### DEVELOP YOUR SKILLS IN:

1 Project management

3 Change management

5 Interpersonal relations

2 Knowledge transfer & communications

4 Interpretation of research findings



#### What are CES looking for in graduate interns?

##### CES are looking for graduate interns with the following skills:

- 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 organisation
- 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 3rd level 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 Intern Programme at CES can **contribute to their professional development.**

The graduate interns will be based in either Dublin or Belfast with occasional travel between the two CES offices.

**A training allowance is provided to each graduate intern to support their participation**

**The programme requires a full time commitment.**

**€19,200 or £16,302-£17,375\***

\*the NI rate depending on your age

#### Next steps

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

Application forms will be made available on the **careers** page of our website from **Wednesday 28th April.**

Completed application forms should be submitted to: **recruitment@effectiveservices.org**

by **5pm** on **Wednesday 26th May.**