

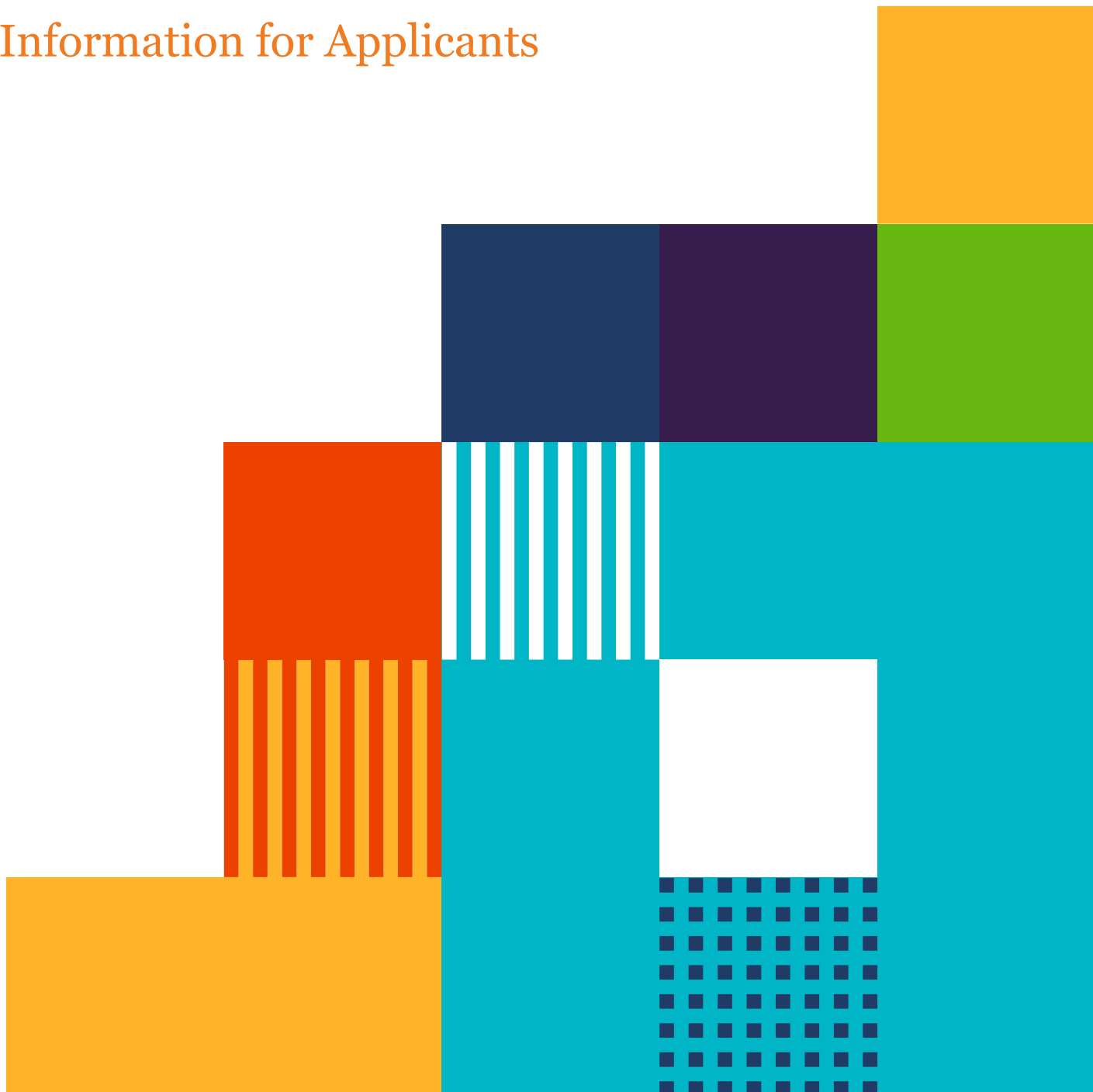


For Policy.
For Practice.
For Impact.

Graduate Intern Programme, 2021-22

Centre for Effective Services (CES)

Information for Applicants



About CES

The Centre for Effective Services is a not for profit, all island organisation established in 2008. Since that time, CES has worked with government departments, agencies, and community and voluntary service providers throughout the island of Ireland, in areas such as education, health, justice, children and young people and social services. We work with others to improve the use of evidence in human/social services, and to support the implementation of services, programmes and projects.

CES supports end-to-end systemic social change, from translating evidence on what works, to supporting policy development and implementation. As an intermediary organisation, CES does not provide direct services, but works to support, provide technical assistance and connect organisations.

CES Graduate Intern Programme

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.

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 towards the end of the programme.

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

CES are looking for graduate interns 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 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. The programme requires a full-time commitment. A training allowance is provided to each graduate intern to support their participation (€19,200 or £16,302 - £17,375. The NI rate is dependent on age).

Next steps

Applicants are requested to download and complete the CES Graduate Intern Programme Application Form and send to recruitment@effectiveservices.org by **5pm on Wednesday 26th May 2021.**

Shortlisted applicants will be invited to interview on the weeks commencing 21st and 28th June 2021. The programme will commence on Monday 4th October 2021.

Download the 2021/2022 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.