



Civil Service Fast Stream

'Where will you

# Lead?





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Fast Stream Help Desk number: 01276 400 333

Assisted Digital telephone number: 03001 234 124

## What's in it for me?

Britain needs leaders. People who are prepared to commit themselves to solving the big issues – like improving employment prospects, widening access to public services and defending the country against natural disasters. Are you one of them?

For more than 65 years we've been recruiting talented people to lead the Civil Service. During that time, the Fast Stream has never stopped creating new ways of developing and supporting leaders who embody the highest levels of professionalism, integrity and impartiality.

Our aim is to equip you with the skills you need to become a senior leader in the UK Civil Service. Whoever you are, and whatever your background, if you have the talent, commitment and strength of character we look for, the Fast Stream could be your route to real leadership.

## Welcome to the Civil Service Fast Stream

- It's work with unique intellectual appeal. You'll contribute to projects and issues that make a difference to everyone.
- There's a clear career path to leadership and supported development with a graduate employer that consistently ranks high in the Times Top 100.
- Enjoy unrivalled career scope and variety, both during and after the Fast Stream.
- You'll receive a permanent employment contract from the start, provided you meet our performance and development standards.
- The starting salary is between £25,000 and £27,000. (Central Departments and Science & Engineering schemes will receive £32,000 per year from year 3 on successful completion of their mid scheme assessment).
- You can join the Civil Service pension scheme.
- We offer meaningful benefits and accredited training, including widely recognised Postgraduate certificates and professional qualifications.
- Flexible working options are available in most departments to promote a good work-life balance.
- You'll receive around 22 days' holiday per year on entry plus 10.5 days' public and additional holidays.
- Other benefits may include season ticket loans, sports and social facilities, access to crèches, holiday play schemes and childcare assistance, depending on where you work.

## Diversity and Inclusion

Fast Stream is committed to improving the delivery of public services for everyone in society. To do this effectively, we need to attract and retain the very best talent from diverse communities. This means we can access a wider talent pool, achieve strong employee engagement and strengthen the link between government policy and delivery.

We are proud to have put in place many diversity strategies to support the attraction, awareness and selection of talented young people from diverse backgrounds. These include:

- Our award-winning paid Summer Diversity Internship Programme for diverse penultimate and final year undergraduates. Apply between 12/10/2015 - 30/11/2015 at [www.gov.uk/civil-service-fast-stream-summer-diversity-internship-programme](http://www.gov.uk/civil-service-fast-stream-summer-diversity-internship-programme)
- Our brand new Early Diversity Internship Programme for diverse first year undergraduates. Apply between 12/10/2015 - 30/11/2015 at [www.gov.uk/civil-service-fast-stream-early-diversity-internship-programme](http://www.gov.uk/civil-service-fast-stream-early-diversity-internship-programme)
- A positive action Coaching Programme.
- Diversity focused school and college internships.
- Targeted social media strategy, for example through our #reflectsociety campaign.
- Targeted skills sessions and events on campus.

We are accredited to operate a Guaranteed Interview Scheme (GIS). This means applicants with a disability need only meet the minimum qualifying criteria for their chosen scheme(s) and may choose not to be assessed for the first stage of the assessment process. If you require reasonable adjustments to allow you to complete the assessment process, then you will be given the opportunity to indicate and discuss this when you apply.



From left to right  
**Holly**  
 Central Departments  
**Laura**  
 Internal Audit  
**Sam**  
 HR





## Career paths

Everything about the Fast Stream is designed to help you develop the experience and skills you will need to be an effective future leader. Exactly which department, or departments, you work in will depend on a range of factors, including the particular Fast Stream you are in. We take account of personal preferences, but wherever you are based you can expect outstanding development opportunities.

More and more, Fast Streamers take on roles involving direct contact with the public. This is not only an opportunity to make

a real difference, it also offers a great insight into the wider policy-making process. You will see first-hand the impacts of a policy and the effect policy can have on people's lives.

**For Corporate schemes apply between 01/09/2015 and 02/11/2015.**

**For Analytical schemes apply between 01/09/2015 and 30/09/2015.**

**The second round for Analytical schemes will open in March 2016.**

Fast Stream option	What you need to get in	Types of roles	Where will you be based	Will you gain a qualification?
<b>Corporate</b>				
	2:2 in any degree subject.	Corporate Services, Operational Delivery & Policy roles in people management, Commercial awareness, Financial management, Project and programme management, Change management and Digital delivery.	UK wide. Potentially some overseas postings.	Yes. Optional Postgraduate certificate in Leadership.
	2:2 in any degree subject. Must be a British Citizen (dual nationality may apply). Must also have been resident in the UK for 2 out of the last 10 years.	Policy development, Corporate services, Operational Delivery, Overseas posting.	FCO Whitehall, London, Overseas in our network of 270 diplomatic posts in 160 different countries.	No, but if overseas position requires language training, intensive tuition provided. Option to study language such as Mandarin/Arabic. Access to the new Diplomatic Academy learning hub.
	2:2 in any degree subject.	Clerks, Library Researchers or other.	House of Commons or House of Lords, London.	A mixture of training on-the-job plus courses and seminars aimed at equipping Fast Streamers with the skills necessary for promotion.
	Doctorate or Master's degree in biological, physical, computational or mathematical science or engineering subject, or be a chartered engineer registered by one of the 36 professional engineering institutions licensed by the Engineering Council. 1st or 2:1 in undergraduate degree. Must be a British Citizen (dual nationality may apply). Must also have been resident in the UK for 2 out of the last 10 years.	Health, Climate, Energy, Animal and Plant Health, Transport, Defence, Security.	Majority of roles in London, but some UK wide.	No, but you'll receive support towards Chartered Engineer or scientist status.
	2:2 in any degree subject.	Procurement Category Management, Commercial Management, Contract & Supplier Management, Policy Advisor, Commercial Analyst.	UK wide.	Yes, three levels of diploma qualification by the Chartered Institute of Procurement and Supply (CIPS) ready to qualify for full MCIPS designation.
	2:1 in any degree subject.	Finance Business Partner, Planning & Performance Officer, Internal Auditor, Change Finance Project Accountant.	UK wide.	Yes, professional accountancy qualification with ACCA, CIMA, CIPFA or ICAEW.

Fast Stream option	What you need to get in	Types of roles	Where will you be based	Will you gain a qualification?
	2:2 in any degree subject.	HR Operations, HR Policy, Corporate Centre.	UK wide.	Yes. CIPD recognised Postgraduate qualification.
	2:1 in any degree subject.	Media and press management, Campaigns and marketing, Digital communications, Internal communications.	Majority of roles in London with one regional placement.	Yes. Optional Postgraduate certificate in Leadership or professional communications qualification.
	2:1 in any degree subject. You will need to demonstrate a keen interest and aptitude for digital and technology.	Digital strategy and policy, User research, Operations, Delivery, Product design, Content design, Data and analysis, Contract and commercial management.	UK wide.	No, but you'll receive on-the-job training. A dedicated learning and development curriculum will support you with your professional development and career progression.
	2:2 in any degree subject.	Project Management, Risk & Assurance, Project Planning, Project Initiation, Risk Management, Project Governance, Project Finance.	UK wide.	Yes, a choice of qualifications through relevant professional bodies.
	2:2 in any degree subject.	Corporate or Operational, EU Policy.	London or Brussels.	No, but specially commissioned EU introductory course in London and Brussels.
<b>Analytical</b>				
	2:1 in Economics or a 2:2 with a relevant Postgraduate qualification in Economics.	Government Economist – in areas such as macroeconomic modelling, competition policy, international and local government financial issues, labour market trends, taxation, housing benefits or public health.	Mainly based in London but also Bristol, Cardiff, Edinburgh, Glasgow, Leeds, Liverpool, Manchester, Newcastle, Newport, Sheffield and Titchfield.	No, but there is a strong emphasis on Continuous Professional Development.
	2:1 degree in a numerate discipline e.g. Maths, Economics, Psychology or Geography.	Assistant Statistician.	UK wide. Many positions in London and South Wales.	No, but a training programme focused on statistical and wider skills.
	2:1 degree in a numerate discipline or a 2:2 with a relevant Postgraduate qualification.	Analyst.	UK wide.	No, but an opportunity to seek professional accreditation from the Operational Research Society.
	2:1 degree in social science or a 2:2 with a relevant Postgraduate qualification in social research.	Research Officer.	UK wide. London, Cardiff, Edinburgh, Leeds, Liverpool, Sheffield, Newport and Titchfield.	No, but you'll follow a development programme designed to develop social research, managerial and communication skills.

## Where will you lead?

This is a leadership development programme, and responsibility comes quickly. We make sure you're ready for it, beginning with an induction that will introduce you both to the Fast Stream and to the Civil Service, and will help set your career in context. That's just the first step however.

Civil Service Learning in partnership with Civil Service Resourcing has created a dedicated Fast Stream learning and development pathway that will cover your time as a Fast Streamer.

### Our training and development package includes:

- A combination of formal training courses and on-the-job learning.
- Regular feedback and performance reviews to inform your personal development.
- A mentor or another Fast Streamer to support you through your development.
- Time spent at learning events, e-learning, volunteering, job-shadowing and more.
- The chance for supported study towards a range of professional qualifications (Postgraduate certificates, CIPD, CIMA and others).

## Working outside London

Fast Stream careers go beyond Whitehall. There are exciting and challenging opportunities available all over the country. These posts offer diverse perspectives of the UK Civil Service.



At the end of your programme, you'll have developed skills and knowledge in a wide range of important areas, such as people management, commercial awareness, financial management, project and programme management, change management and digital delivery.

Just as importantly, you'll have learnt things that simply can't be taught. You may have picked up invaluable negotiating skills from colleagues at a high level meeting, discovered how best to work with Ministers or senior officials, or gained insights first-hand from personal interaction with the public.

## Fast Stream is for serving civil servants too

The Fast Stream isn't just for people who are new to the Civil Service. Many successful Fast Streamers began their careers as mainstream civil servants. There are potential Fast Streamers all over the Civil Service and the way to the top is open to every civil servant.

In the Fast Stream your development will be much more focused and you'll benefit from a defined path. You'll apply alongside, and at the same time as, external candidates, and the selection process will be exactly the same, except that:

- You do not need any academic qualifications (although if you do not have a degree, you'll only be able to apply for the Central Departments, Finance, Digital and Technology, Commercial and Project Delivery option).
- You must have passed your probation period by time of applying.
- You must be a serving civil servant at Grade HEO (or equivalent) and below.
- Your salary will be matched providing it falls within the HMRC pay range for Band T.

*"I started on a temporary work contract with the Civil Service five years prior to joining the Fast Stream. With children at home I've been able to develop my skills and progress my career, all whilst maintaining a healthy work-life balance."*

*Jonathan, Central Departments*





## Fast Stream Options

No other graduate employer can offer the breadth of challenge, experience and meaningful contribution that you'll find in the Fast Stream. From people to parliament, statistics to social change, commerce to climate models, embassies to the environment – no one can give you as many opportunities to put your talents to good use. These programme summaries offer the briefest introduction. You can find out more detail online: [www.gov.uk/faststream](http://www.gov.uk/faststream)



# Corporate

Work across the full range of government responsibilities on an amazing variety of issues, encompassing every part of national life.

## Central Departments

### Make a personal contribution to the quality of life in Britain.

Health, the environment, education, transport, the economy, justice, industry, agriculture, defence, welfare, taxation, overseas development – you'll be tackling issues at the top of the national agenda and driving forward initiatives intended to change society for the better. Essentially, Central Departments include all the major government departments except the Foreign and Commonwealth Office (FCO). This is by far the largest Fast Stream option.

### What will I do?

This is a corporate scheme that provides a broad range of experience in different departments, receiving all the support needed to develop into a leader of a modern Civil Service. You will build capability in all the core skills areas currently considered key for future leadership. There are opportunities in the Home Civil Service to work on global issues that may involve overseas travel.

The first two years include a series of six-month postings to give you a broad base of experience. You'll experience different departmental cultures: one of your postings will probably be in a different part of the country and you can also expect a short secondment to the private sector, a charity or to another public sector organisation. This frequent change of roles is an essential part of your personal development. At the end of your first two years, you will undertake two longer postings to give you more depth of experience.

➡ TO APPLY YOU WILL NEED AT LEAST A 2:2 IN ANY DEGREE SUBJECT.

"The Central Departments scheme has given me the opportunity to undertake a wide variety of roles and gain skills and experience in a number of public sector areas. I'm in a great position to decide what I want to do long-term."

Holly, Central Departments

## Diplomatic Service

### Gateway to a fascinating career with global focus.

The Foreign and Commonwealth Office (FCO) protects and promotes British interests around the world, through the FCO in London and our network of 270 diplomatic posts in 160 countries. Our people need to be capable of delivering to a high standard, often under pressure or in difficult places.

#### What will I do?

Most of your career will be spent overseas in different countries. You'll gain an unrivalled international perspective, as well as the opportunity to promote and protect the UK's interests around the globe. It's a chance to be involved in everything from tackling international terrorism to promoting a low-carbon economy, from managing migration to dealing with consular crises.

▶ YOU MUST BE A BRITISH CITIZEN (THOSE WITH DUAL NATIONALITY MAY APPLY) AND ALSO HAVE BEEN RESIDENT IN THE UK FOR 2 OUT OF THE LAST 10 YEARS AND NEED AT LEAST 2:2 IN ANY DEGREE SUBJECT.

## Houses of Parliament

### A career at the very heart of the political process.

This is fascinating work for anyone with an interest in the constitution, politics and public policy. Fast Streamers are employees of either the House of Lords or the House of Commons and serve Parliament – not the government of the day. We are completely politically neutral, able to command confidence in the quality of our advice, no matter how controversial the subject.

#### What will I do?

You'll get involved in a wide range of work – from facilitating debates and scrutinising legislation to briefing Members and supporting the management of two complex and evolving institutions. You can expect a variety of roles across either the House of Commons or the House of Lords. Whilst you will work mostly at Westminster there may also be opportunities to travel for short periods either in support of select committees or as part of the temporary staff of international parliamentary assemblies.

▶ TO APPLY YOU WILL NEED AT LEAST A 2:2 IN ANY DEGREE SUBJECT.



"Being on the Parliamentary Fast Stream means working at the heart of the political establishment. I'm trusted to take responsibility for key projects and initiatives that link to everything that happens in the political sphere."

Lloyd, Houses of Parliament

## Science and Engineering

### Apply scientific method and engineering expertise to a huge range of issues.

Science and Engineering Fast Streamers play an essential part in the government's action on issues as diverse as climate change, nuclear non-proliferation, defence technology and food production. They are not bench scientists or technical engineers: they apply their specialist skills and knowledge to the development and application of policies, acting as an expert customer, developing an evidence base and undertaking systematic analysis.

#### What will you do?

You will take on a range of roles across the Civil Service, some with a substantial policy element, others more technical in nature. This will give you access to a wide variety of exciting potential career pathways, quite different from those to be found in academia and industry – and above all, the opportunity to make a vital contribution to interesting and important work.

▶ YOU WILL NEED A DOCTORATE OR MASTER'S DEGREE IN A BIOLOGICAL, PHYSICAL, COMPUTATIONAL OR MATHEMATICAL SCIENCE OR ENGINEERING SUBJECT OR BE REGISTERED AS A CHARTERED ENGINEER.



# Commercial

## Seal the deal in one of Europe's largest buying organisations.

The commercial arrangements civil servants need to establish and manage are among the largest and most sophisticated in the world. The impact of these arrangements is huge. Commercial specialists in the Civil Service enjoy impressive levels of experience and exposure.

### What will I do?

Through in-depth placements across a variety of different departments, you'll gain knowledge and experience of every aspect of the commercial process. You could be negotiating with a major supplier before a deal is made, or managing contracts in a specific category such as the energy market. From helping departments procure complex goods, to making markets more open to small and medium-size enterprises, you'll find endless possibilities, challenges and rewards in your commercial career.

➡ TO APPLY YOU WILL NEED A 2:2 IN ANY DEGREE SUBJECT.

# Finance

## Make your mark on some of the most important economic and financial issues facing the country.

Now, more than ever, eyes are on government finance departments as we are being asked to ensure robust financial controls are in place, cut costs, reassess risks, increase transparency and drive performance across our entire business. The Finance Fast Stream is an exciting opportunity to develop a rewarding career.

### What will I do?

You'll be working on some of the most important financial issues facing the country. You could be investigating the cost of infrastructure projects, tackling climate change, or helping end child poverty. You'll build key relationships with a range of stakeholders inside and outside government, and be an important part of a team that is putting finance at the centre of decision making.

➡ TO APPLY YOU WILL NEED A 2:1 IN ANY DEGREE SUBJECT.

Kirun, Finance



# Human Resources

## Make a difference to the way the Civil Service does business.

The Civil Service is a 420,000-strong workforce, made up of people from diverse backgrounds and representing almost every skill and profession, so your role in HR will offer challenges that no other UK employer can match. HR is at the forefront of many of the government's major policies. We need to deliver increasingly complex services, develop effective leaders and build a capable and flexible workforce. We need our employees to be enabled and engaged. And we need a Civil Service drawn from the best talents throughout society.

### What will I do?

As a future HR leader of the Civil Service, you will have a real and visible impact on both individuals and the entire Civil Service. Think of any HR job, anywhere in the world, in any organisation, and it will be done somewhere in the Civil Service. You will experience different regions, cultures and working environments, as well working within both strategic and operational HR. Assignments will include HR business partnering, organisation design and development, reward, employee relations, policy development, training analysis and design, and talent management.

▶ TO APPLY YOU WILL NEED A 2:2 IN ANY DEGREE SUBJECT.

# Government Communication Service

## Don't just read the headlines, help make them.

Chances are, the Government Communication Service (GCS) is behind many of the stories you read, re-tweet and blog about. We help build the economy, protect the vulnerable, promote Britain in the world and ensure the public understand the government's priorities. We even save lives. In 2014 alone, government communicators helped the UK commemorate World War One, tackle climate change and worked on more than 140 other campaigns that helped deliver government priorities.

### What will I do?

You will work across a range of departments and postings. You might start your career in a busy press department, or be required to think of innovative internal communication strategies to improve employee engagement and communicate major changes to staff. Wherever you are posted, you will be part of an exciting, fast-paced environment with a high level of responsibility from the very start, developing leadership qualities that will help you become a future leader of government communications.

▶ TO APPLY YOU WILL NEED A 2:1 IN ANY DEGREE SUBJECT.

# Digital and Technology

## Providing simpler, clearer and faster government information and services.

The Digital and Technology Fast Stream gives you the chance to work on the largest transformation taking place in government today. You will work in one of 17 government departments across the UK, to create digital services for the needs of citizens that are simpler, clearer and faster to use. You could also experience work at the forefront of technology transformation for government, using flexible, open source technology and common core infrastructure.

### What will I do?

Working in multi-disciplinary teams, you will take on a range of posts over three years. These may include content designer, user researcher, performance analyst and project delivery roles. You may also contribute to digital strategy and policy, digital communications, or the government's technology transformation programmes. One thing is certain. The Digital and Technology Fast Stream will leave you well equipped to take up a digital or technology role in government and become a future leader in this field.

▶ TO APPLY YOU WILL NEED A 2:1 IN ANY DEGREE SUBJECT.

*"The Fast Stream provides an unrivalled opportunity to work with the latest technologies and develop digital solutions that leave a positive impact on society. Few jobs offer the level of personal satisfaction and pride in what I do."*

*Siju, Digital and Technology*





# Project Delivery

## Develop your skills and deliver real change.

The Project Delivery profession is at the heart of some of the most important things government does. There's a firm focus on delivering varied and exciting projects that produce huge benefits and improvements for our society. From new hospitals to cutting-edge digital services, these projects are transforming the way we live and work. They have an impact on people in all corners of the UK. Joining the Project Delivery Fast Stream, you'll play an active part in these changes.

## What will I do?

You will work on a wide variety of projects across a range of government departments. Each different posting will build on your core skills in project delivery. You could be managing risk on a defence project to build the country's next aircraft carrier, transforming the way emergency services communicate with each other, scoping a project to reduce carbon emissions, or leading a small project of your own. Whatever you're doing, these unique, challenging and exciting experiences will set you on the path towards becoming a world-class project leader.

▶ TO APPLY YOU WILL NEED A 2:2 IN ANY DEGREE SUBJECT.

# European

## Use your language skills to help make the UK's case in Europe.

The European Fast Stream enables you to work towards a permanent career within the EU institutions, or to specialise in EU issues in the UK Civil Service. As a European Fast Streamer, and afterwards as a European civil servant, you could influence policy on an EU wide scale, for example by working to tackle climate change or combat terrorism. You might be personally involved in the EU's programme of aid to developing countries or in formulating policy on sustainable energy or integrated transport.

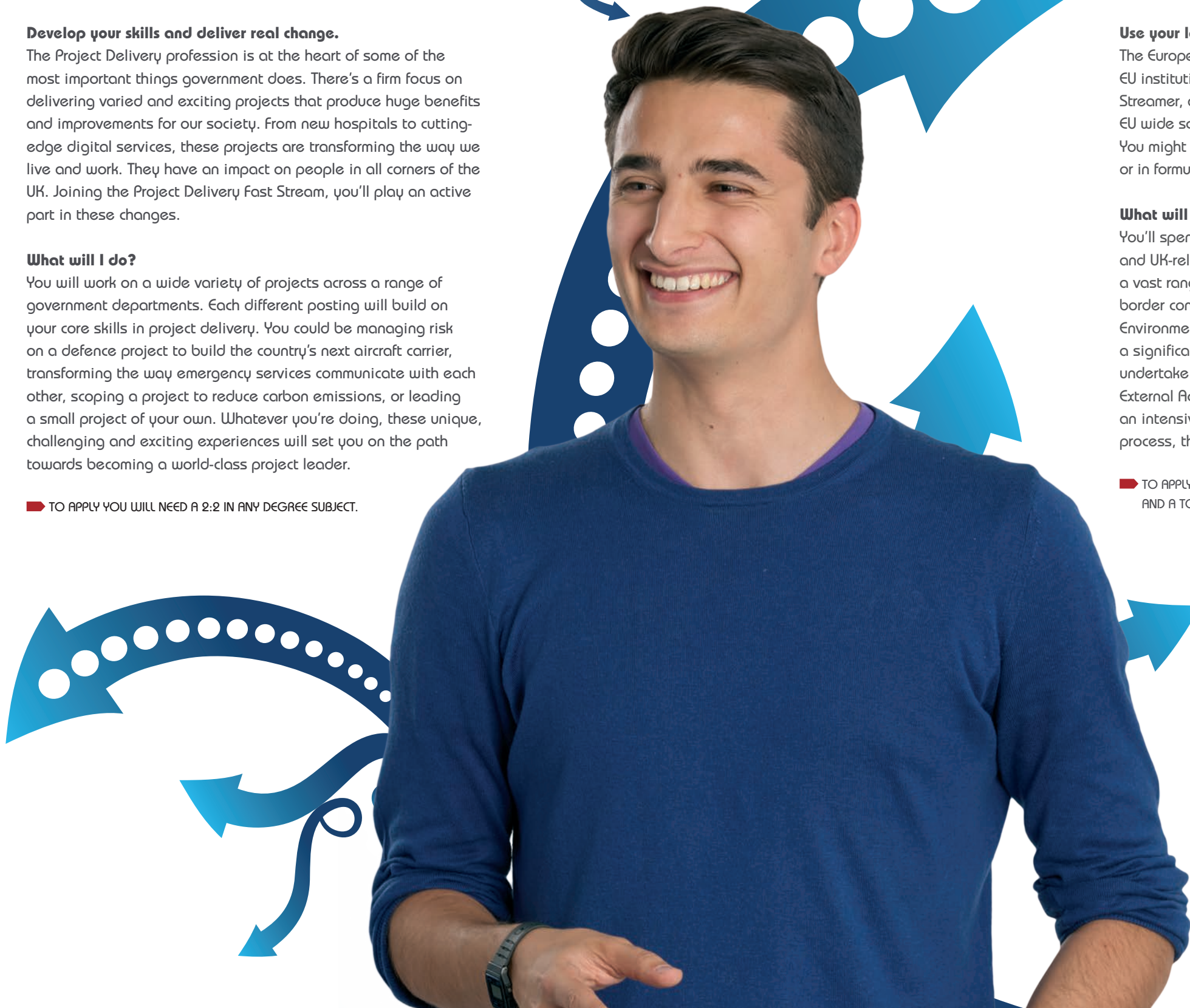
## What will I do?

You'll spend four years in the European Fast Stream and benefit from EU focused and UK-related postings in the UK Civil Service. You could be working on any one of a vast range of issues: trade in the Department for Business, Innovation and Skills; border control in the Home Office; or sustainable fisheries in the Department for the Environment, Food and Rural Affairs. Nearly all UK government departments have a significant amount of EU business, and the scope is almost endless. You will also undertake a five or six-month secondment to the European Commission or European External Action Service in Brussels. We offer continuous language training and an intensive induction course on the EU to support success in the EU's recruitment process, the Concours.

▶ TO APPLY YOU WILL NEED A 2:2 IN ANY DEGREE SUBJECT AND A TO C GRADE AT A-LEVEL IN EITHER FRENCH OR GERMAN.

"I joined the Fast Stream because it's exciting, fast paced, and extremely varied. Whilst I'm learning, I'm also helping deliver the government's policies in the UK and across the world."

Sebastian, European





# Analytical

Build your career in economics, statistics, operational or social research and your work could touch on almost any aspect of life and business.



## Use your intellect to help develop government policy.

Being a government economist is not just a question of analysing figures. It is work that sees you closely involved in important current issues and helping shape government policy. We are the UK's largest recruiter of economists, with over 1,400 professionals across government in more than 30 departments and agencies.

### What will I do?

You will have the chance to develop your expertise through postings in areas such as macroeconomic modelling, competition policy, international financial issues, labour market trends, taxation, housing benefits, local government finance, public health and criminal justice. You could be working for a wide range of government departments or agencies – and sometimes even overseas. There is also the option to join the FCO's Diplomatic Service as an economist.

▶ TO APPLY YOU WILL NEED A 2:1 ECONOMICS DEGREE, OR 2:2 WITH A RELEVANT POSTGRADUATE QUALIFICATION IN ECONOMICS.



## Use your statistical expertise to impact any area of social and economic activity at regional, national and international levels.

The Government Statistical Service collects, analyses and publishes official statistics to help government, business, and the public understand the current state of the UK economy and society. GSS statistics allow people to make informed decisions – that could be a citizen interested in the crime rate in their area or the Prime Minister trying to improve the UK economy.

### What will I do?

Fast Stream Statisticians work in a wide range of challenging jobs that directly influence decisions on the economy, the environment, the labour market, crime, education and health. You could find yourself in all aspects of government policy, establishing the statistical pros and cons behind some of the most important questions facing society today.

▶ TO APPLY YOU WILL NEED A 2:1 DEGREE IN A NUMERATE DISCIPLINE.

"During my time as a Fast Streamer I've experienced several high-profile roles, each one testing my analytical skills. It's dynamic work that makes a real difference every day."

Mary,  
Government Statistical Service



## Help the government find solutions to complex management problems.

Operational Research (OR), or 'management science', is the application of scientific methods to management problems. OR brings intellectual rigour to the decision-making process. This service holds the analytical minds behind many of the government's policies – policies that touch the lives of everyone in the UK. More than 25 government departments and agencies rely on our OR Analysts to help them find solutions to complex problems – solutions that are vital to improving the quality of life for millions of people across the UK.

### What will I do?

You can expect a flow of projects that challenge your creativity as well as your intellect. From justice to health to education and beyond, you'll use your skills in problem structuring, modelling and analysis to advise government on how to make the best possible use of public money.

▶ TO APPLY YOU WILL NEED A 2:1 DEGREE IN A NUMERATE DISCIPLINE OR 2:2 WITH A RELEVANT POSTGRADUATE QUALIFICATION.



## Identify, analyse and interpret the social trends and research that help influence major decisions.

A career in the Government Social Research Service (GSR) involves working at the heart of government – ensuring ministers and policy makers have the data to understand social issues, and helping evaluate the policy responses to them. Research underpins all policy made by government on areas such as health, crime, work, pensions, education and transport – in fact everything that affects us as the people of the UK. GSR has members in all the main government departments as well as the devolved administrations and other government bodies.

### What will I do?

You'll contribute to the reporting of social trends, the development of government policy and evaluation of how policies make a difference to public services. Your work might involve developing surveys, analysing data, producing statistics, reviewing existing research evidence and working with other analysts in government to provide timely, relevant and robust briefing for policy colleagues and Ministers.

▶ TO APPLY YOU WILL NEED A 2:1 DEGREE IN SOCIAL SCIENCE OR 2:2 WITH A RELEVANT POSTGRADUATE QUALIFICATION IN SOCIAL RESEARCH.

# What do we look for?

These are exceptional career opportunities, but they come with significant responsibilities. As a Fast Streamer you need to ask yourself if you can:

## Set direction

This means being innovative and always looking for opportunities to improve what we do.

Working in smarter more focused ways. Can you show clarity of thought – using sound judgement, evidence and knowledge to provide accurate, informed and professional advice? Are you able to focus your contribution on the activities which best meet Civil Service goals and deliver the greatest value?

## Engage people

Can you lead from the front, communicating with clarity, conviction and enthusiasm? Doing this means focusing on continuous learning for yourself, others and the organisation.

It's essential to help you create and maintain positive, professional and trusted working relationships with a wide range of people to get things done. Underpinning all this are principles of fairness for all and a dedication to a diverse range of citizens.

## Deliver results

Can you apply programme and project management approaches and deal with challenges in a responsive and constructive way? You'll also need a commercial, financial and

sustainable mindset to ensure everything you do adds value and works to stimulate economic growth. You will efficiently, effectively and economically use taxpayers' money in the delivery of public services – basing decisions on evidenced information.

## What does being a civil servant mean?

Civil servants are politically impartial and directly accountable to the minister in charge of the department in which they work. All civil servants are expected to demonstrate:

- integrity – putting the obligations of public service above their own personal interests.
- honesty – being truthful and open.
- objectivity – basing advice and decisions on rigorous analysis of the evidence.
- impartiality – acting solely according to the merits of the case and serving equally well governments of different political persuasions.

# Defer your entry and do something unique

The Fast Stream encourages and develops graduates who want to give something back to society. So before your career with us begins, there are five options you may wish to consider.

## TeachFirst

Teach First is an education charity working in partnership with others to end educational inequality. Young people in our schools need exceptional leaders, who can bring out the best in them and help them become successful adults, whatever their circumstances.

On the two-year Teach First Leadership Development Programme (LDP), you'll gain the skills and experience to become an inspirational leader who can drive lasting change in education, wherever your career takes you. The personalised programme encompasses high quality training, supportive coaching, work experience and a PGCE qualification.

The Civil Service Fast Stream has formal links with Teach First. We're always happy for successful Fast Stream candidates to defer their Civil Service entry to spend time on the LDP.

When you apply to the Generalist Fast Streams, you'll have the opportunity to express an interest in Teach First. If your application is then successful, Teach First will contact you about deferring entry into the Generalist Fast Streams.

For more information about Teach First:  
[www.graduatesteachfirst.org.uk](http://www.graduatesteachfirst.org.uk)

## ef.

Entrepreneur First is Europe's leading early-stage investor in deep technology companies. They help suitably talented individuals build high growth technology start-ups, with funding available before you even have a team or a developed idea.

We are happy to allow successful Fast Stream applicants to defer their entry to take part in Entrepreneur First. At the end of the programme, you will have the option of continuing to build your business or starting your Civil Service career in the Fast Stream.

For more information about Entrepreneur First:  
[www.joinef.com](http://www.joinef.com)

## FRONTLINE

CHANGING LIVES

Frontline recruits high achieving graduates into children's social work, one of Britain's toughest and most rewarding professions. You'll develop social work skills through intensive academic and on-the-job training. You'll be supported to gain qualifications, learn leadership principles and transform the lives of vulnerable children and families.

We are happy to allow successful Fast Stream candidates to defer entry if they are successful in their application to Frontline. For both organisations, this should be ticked in the application forms.

After the two years, you will have the opportunity to take up your deferred entry role with the Civil Service, continue in social work, or move fields to influence the sector and beyond.

For more information about Frontline:  
[www.thefrontline.org.uk](http://www.thefrontline.org.uk)



**LEAD FIRST** |  **ARMY**  
BE THE BEST

Lead First is the opportunity to complete an intensive leadership development course, before spending up to a year gaining experience in a variety of Junior Officer roles with the British Army.

Successful Lead First applicants will be trained at the Royal Military Academy Sandhurst and will be awarded a Queen's Commission in the Army Reserve. You will then be responsible for leading and managing soldiers, whilst completing up to 12 months on a programme of varied activities and experiences. Think of it as your own graduate leadership training scheme, a gap year with a difference or a taste of life in the Army, but with the responsibility and challenge that comes with being an Army Officer.

Please see online for full eligibility criteria:  
[www.army.mod.uk/leadfirst](http://www.army.mod.uk/leadfirst)

When you apply to the Generalist Civil Service Fast Stream you'll be able to express an interest in joining Lead First. The Army will then get in touch. You can also call Sandhurst on 01276 412 031.

**POLICE** | **NOW**

Police Now is an innovative, new leadership development programme, putting exceptional graduates on the policing frontline in challenged communities around the UK.

On this intensive and challenging two-year programme, you'll transform communities and your own future. It is a unique foundation for a leadership career in or outside the police. You'll be responsible for reducing crime and increasing public confidence in your assigned community. Along the way, you'll be supported by mentors, coaches and line managers.

We're happy to allow successful Fast Stream candidates to defer entry for two years if they're successful in their application to Police Now. After the programme, you can take up your deferred entry role with the Civil Service, continue in the police, or move fields.

To apply please follow this link: [www.policenow.org.uk](http://www.policenow.org.uk)



From left to right  
Rachel  
Commercial Fast Stream  
Matthew  
Economist Fast Stream  
Sebastian  
European Fast Stream



# Application process

The following steps describe the Fast Stream selection process:

1

**Online test/ application**



Online tests will consist of verbal questions, numerical questions, a situational judgement questionnaire and a competency multiple choice questionnaire, although not all schemes will require all of these tests.

Prior to doing the online tests you will have the opportunity to undertake self-assessment tests (for Central Departments, Diplomatic Service, Houses of Parliament, Science and Engineering only) and some practice tests (all schemes). These are a good way to assess how well you might do in the real thing. Although feedback is provided to yourself, we do not see the results of these tests and they don't count towards any of our selection stages. There are also open access practice tests on [gov.uk/faststream](http://gov.uk/faststream) which you can do before applying, or at any point in the process.



For certain schemes you will have the opportunity to select options, such as the Diplomatic Service or Houses of Parliament.

After passing the online tests you will complete an application form – which, for certain schemes, is scored. Government Statistical Service candidates would also need to complete an additional statistics-related multiple choice test as part of this application sift.

If you apply for the Analytical Fast Stream, and you pass both the online test and the application form sift, you'll be invited to an extra half-day event in London, where your technical skills specific to the scheme applied for will be assessed.

2

**Online e-Tray exercise**



2.5 hrs



If you pass the initial assessment stages above you will be invited to do an online e-Tray exercise. The exercise tests your ability to handle a workload that reflects the requests and tasks that arrive in the email inbox of a Fast Streamer. The test takes around 2.5 hours and you can complete it at home. The exercise is divided into 3 parts and is timed.

1. Reading and comprehending background material.
2. Identifying the most and least appropriate responses to a series of emails from a choice of options.
3. Writing a response to a request for information, based on information you have acquired during parts 1 and 2.

3

**Final assessment**

1 day

Your e-Tray is assessed, and shortlisted candidates are invited to a 1-day assessment at the Fast Stream Assessment Centre (FSAC) in London. The event consists of a written exercise, leadership exercise, group exercise and interview.

Read the Fast Stream Assessment Centre guide for more information, available on [gov.uk/faststream](http://gov.uk/faststream)

You'll also go through a final selection, (either attending a Final Selection Board or via a 'sift' process), if you're applying for these Fast Stream options:

- **Diplomatic Service**
- **Houses of Parliament**
- **Science and Engineering**
- **Digital and Technology**
- **European**
- **Government Communication Service**

The Fast Stream has no affiliation to any external companies, organisations or websites that offer coaching or support for the Fast Stream application process. We would advise you against using these services. Our application process is reviewed on a regular basis. We will provide you with information and guidance throughout the assessment process. Support provided externally may not be tailored to our current assessment processes and may impede your performance.



Find out more and apply at:  
**[www.gov.uk/faststream](http://www.gov.uk/faststream)**

Follow us on Twitter: **@faststreamuk**

Join us on Facebook:  
**[facebook.com/faststream](https://facebook.com/faststream)**

Join us on LinkedIn:  
**[linkedin.com/company/civil-service-fast-stream](https://linkedin.com/company/civil-service-fast-stream)**

Join us on YouTube:  
**[youtube.com/user/theFastStreamUK](https://youtube.com/user/theFastStreamUK)**

Email: **[faststream@parity.net](mailto:faststream@parity.net)**

Fast Stream Help Desk number: **01276 400 333**

Assisted Digital telephone number: **03001 234 124**

