



INDUSTRY SECTOR

Civil Service

Overview

The Civil Service in Scotland serves as the backbone of the Scottish government, responsible for implementing policies and delivering essential public services. Comprising various departments and agencies, it plays a pivotal role in shaping Scotland's governance and ensuring the effective functioning of public institutions. The training, experiences, and values acquired during military service align closely with the demands and expectations of government roles.

What's the job market like?

The job market for the civil service in Scotland can vary depending on several factors, including government priorities, economic conditions and specific departmental needs. However, with many civil service jobs moving from Whitehall to Scotland due to cheaper office space, there will be a significant increase in opportunities for service leavers and veterans in Glasgow.

'Going Forward into Employment' is a government wide scheme aimed at supporting individuals through the provision of opportunities in the civil service. Effectively it's a "back door" route into roles which have been ring fenced specifically for service leavers and veterans. Personnel within 5 years of leaving the service (10 if medically discharged) can tick the box to identify as a service leaver/veteran, enabling them to access the guaranteed interview scheme as long as they meet the criteria for the role. The scheme provides a mixture of work placements and fixed term contracts for up to 24 months, which could lead to permanent employment.

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Roles within the Civil Service

The civil service encompasses a wide range of roles across various government departments and agencies. Here are some of the key professions suitable for service leavers and veterans:

Analysis

Government analysts undertake diverse roles and work on the most important issues from delivering the Census to involvement at the highest level of pandemic planning. Likewise, Intelligence Analysts work with a diverse range of sources to produce assessments that support decision makers and operations across HM Government.

Commercial and Procurement

This field tackles some of the most large-scale and complex commercial challenges within Government; tasks include simplifying procurement to negotiating with suppliers to improve and streamline delivery methods.

Communications

The Government Communication Service (GCS) is the professional body for more than 7,000 public service communicators working in government departments, agencies and arm's length bodies. Roles includes marketing, stakeholder engagement, internal comms, media, digital and social, and operational communications professionals.

Human Resources

From overseeing HR systems to developing and implementing new tools for assessment and performance management, HR professionals support around 51,000 Scottish civil servants.

Operational Delivery

The Operational Delivery Branch within the civil service typically focuses on the practical implementation and delivery of government policies and services to the public. Its primary goal is to ensure that government programs and initiatives are effectively executed and services are delivered efficiently to meet the needs of citizens.

Policy

Policy professionals work at the heart of the Civil Service to design, develop and propose appropriate courses of action to help meet key government priorities and ministerial objectives.

Project Management and Delivery

The Project Delivery Profession in government leads some of the most innovative and complex projects in the world, ranging from digital work through to infrastructure programmes. The variety and significance of opportunities available is unparalleled and service leavers can join the profession whether their new to projects or an experienced Project Manager.

Security

One of the unique attractions of civil service cyber-security is the range of roles. The NHS, education and welfare systems, armed forces and critical national infrastructure rely on computer systems defended by cyber security specialists. This profession requires diverse, talented individuals; cryptographers and mathematicians to protect our communications, social scientists to understand the human role in cyber security, policy advisers to shape strategy and communications experts to drive cyber secure behaviour.

Military Transferable Skills and Attributes

Veterans and service leavers bring a rich set of skills and experiences to the civil service, making them valuable assets to government organisations at various levels. Military officers are trained to think critically and solve complex problems under pressure; these skills can be applied to analyse policy issues, develop strategies and make informed decisions in government.

Transferable military skills include:

- Leadership
- Decision Making
- Teamwork
- Human Resource Management
- Management
- Adaptability
- Project Management
- I.T.
- Problem Solving
- Resilience
- Communication
- Security Clearance

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