

## About CES

The Centre for Effective Services connects policy, practice and research, helping to ensure the implementation of effective services, to improve the lives of people across the island of Ireland.

We work to influence policy and systems change; champion innovative service design and implementation; and build knowledge, skills and capacity for government departments, organisations, researchers and practitioners.

Part of a new generation of intermediary organisations, CES is a not-for-profit that helps communities, children and young people thrive.

## CES Graduate Intern Programme: Information for Applicants

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 for communities, children and young people.

CES is now seeking applications for its **2017/2018 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, economics, law or communications.

### How does the Graduate Intern Programme work?

Graduate interns will undertake a structured full time 12 month programme beginning in October 2017. On commencing they will be allocated an intern 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. Their role 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 and evidence
2. Implementation practice
3. Evaluation approaches
4. Knowledge transfer and communications
5. Government policy and services for children, families and communities

Develop your skills in:

1. Project and change management
2. Implementation
3. Knowledge transfer and effective communication
4. Interpretation of research findings
5. Interpersonal relations

**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 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 3<sup>rd</sup> 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. The programme requires a full time commitment. A training allowance is provided to each graduate intern to support their participation.

**Next steps**

Further information on the work of CES can be found on the CES [Website](#) and [LinkedIn](#) and [Twitter](#) profiles.

Applicants are requested to download and complete the CES Graduate Intern Programme Application Form and send to [recruitment@effectiveservices.org](mailto:recruitment@effectiveservices.org) by **5pm on Friday, 9<sup>th</sup> June 2017**.

Successful applicants will be invited to interview the week commencing 24 July or 31 July 2017. The programme will commence on Monday, 2 October 2017.