

An open, fairer, greener North Somerset

# NATIONAL GRADUATE DEVELOPMENT PROGRAMME



# WELCOME TO NORTH SOMERSET

I am delighted you are interested in our National Graduate Development Programme at North Somerset Council. I started my career in Local Government on a finance graduate training scheme, so I really understand the value of a graduate and what you will bring to local government; your energy, enthusiasm, new ideas and fresh take on how we do things. At North Somerset Council we will commit to giving you a boost at the start of your career. We will give you the opportunity to gain valuable experience in a supportive unitary authority and acquire new skills to provide a fantastic foundation for your career.

**Jo Walker, Chief Executive**



## OPPORTUNITIES FOR YOU INCLUDE

Work experience with the following services:

- Economic Development
- Policy and Transformation
- Climate Emergency
- Housing
- Adult and Children Social Care
- Regeneration and Placemaking
- Planning

During your placement you'll have an opportunity to:

- Shadow our senior leaders
- Work on projects that will support our region
- Get hands-on experience of working with major transformation
- Make a difference to lives of North Somerset residents

**A thriving and sustainable place**



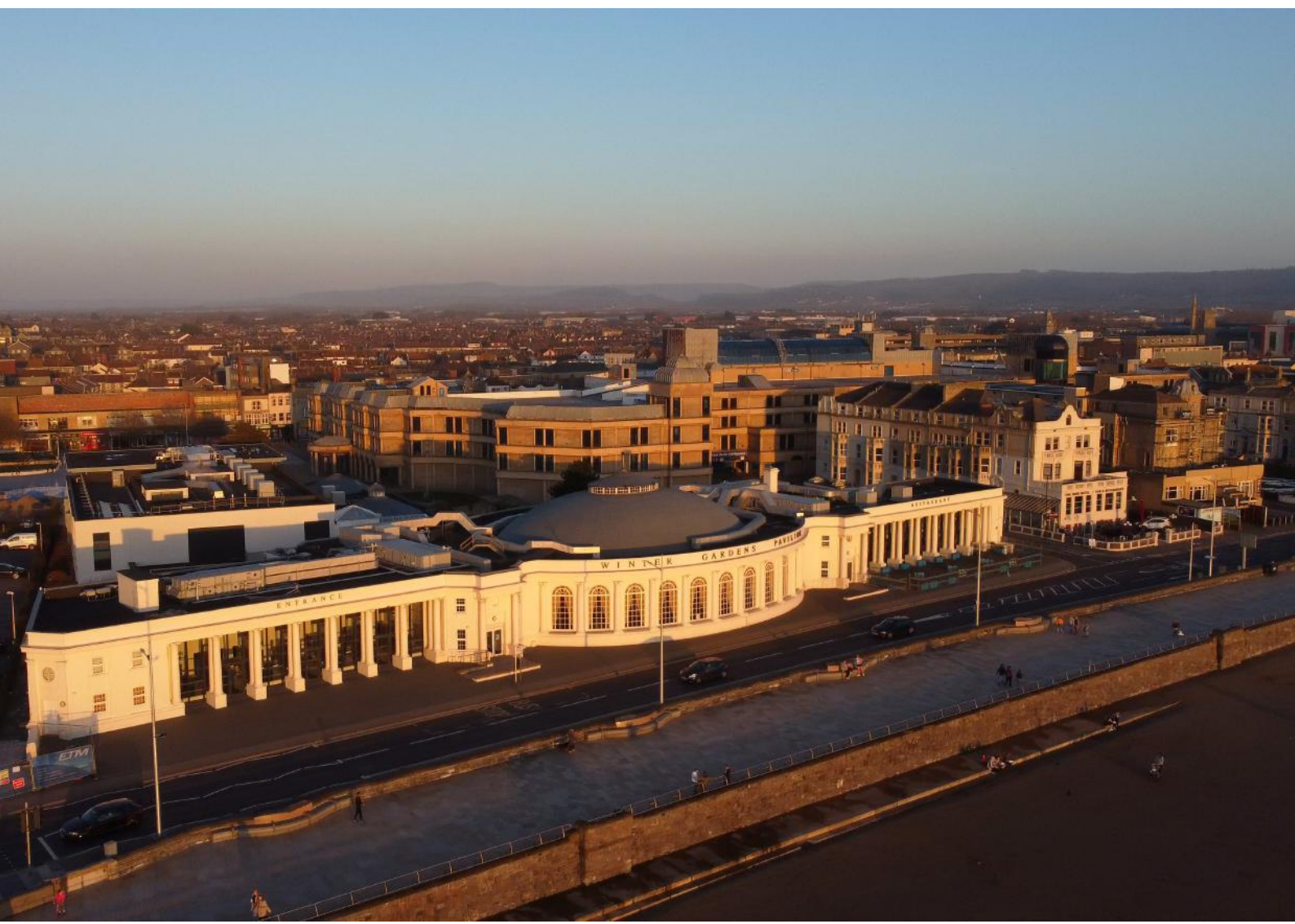
An open and enabling organisation

# ABOUT NORTH SOMERSET

North Somerset's opportunities for business investment and innovation together with natural assets and the culture and heritage scene make it a place where people want to live, work, and visit.

The area of North Somerset is made up of Weston-super-Mare, Clevedon, Portishead and Nailsea, ranging from coastal towns to small inner villages. Our region has some wonderful natural assets including part of the Mendip Area of Outstanding Natural Beauty, 39 sites of Special Scientific Interest, and 25 miles of coastline. The region is well-connected with close proximity to Bristol airport and direct trains to Bristol, Cardiff, Bath Spa, and London.

North Somerset is home to 215,100 people and over 8,000 businesses. It's constantly growing, with a projected population increase of 16% by 2041. Within North Somerset there is focus on maintaining the green infrastructure, such as woodlands and public parks, and a strong commitment to become carbon neutral by 2030 to fight against the global climate emergency.





# WHY WORK FOR NORTH SOMERSET

At North Somerset Council we celebrate our diverse team of staff from all different backgrounds.

We are also a Disability Confident Leader and make sure all of our staff have equal opportunities to grow within our organisation.



**By working at North Somerset Council you gain benefits such as:**

- A competitive salary
- Holidays ranging from 24 to 33 days annually
- An excellent salary pension scheme
- Discounts and Offers
- Contributions to professional subscriptions
- Chance to pay a health cash plan for the cost of dental treatment, eye tests, and glasses
- Flexible working
- Cycle 2 work scheme

**What our staff say about working at North Somerset:**

- **80%** of staff were overall very satisfied with the way their team is run
- **82%** of staff were satisfied with their work/life balance
- **83%** agree that the council supports their mental wellbeing
- **73%** feel comfortable talking about their mental health at work
- **83%** agree that we care and **84%** agree that we respect each other
- **88%** agree that we act with integrity
- **92%** of staff are aware of the overall aims and proprieties of the council

**A council that empowers and cares about people**

# WHAT OUR GRADUATES HAVE SAID

As the district with the third greatest inequality gap in England, North Somerset has provided a very dynamic and uniquely challenging setting in which to start my career. As a more rural area that still has some large towns, **the experience of working here is incredibly varied and provides constant learning opportunities that you wouldn't be exposed to elsewhere.**

Since the start of my first placement, **I have had opportunities to take on considerable responsibility and have autonomy over how my projects are run.** In my first six months in the public health team, I was able to lead on commissioning a mental health service from start to finish, co-produce and run focus groups with children's centres in the community, coordinate and deliver a community grants programme, and contribute to overarching strategy and research.

I have also had lots of exposure to senior managers within the council and been able to sit in on high-level meetings, as well as having shadowing opportunities with elected members. **The Chief Executive of North Somerset is very supportive of and engaged in the scheme,** which means we as graduates are supported and enabled in our career development.

- Finley, Cohort 23



Contact Finley at [Finley.Kidd@n-somerset.gov.uk](mailto:Finley.Kidd@n-somerset.gov.uk)



I joined North Somerset Council in September 2021 as part of its first ever NGDP cohort. I'm now in my seventh month, and **I've already enjoyed a wealth of opportunities.**

My first placement was in Housing where I primarily worked on the new five-year Housing Strategy, including research, consultation, writing, and design. I was also heavily involved in launching the council's pursuit of DAHA accreditation, which centres around ensuring an organisation implements best practice in its approach to domestic abuse and housing.

I have recently started my second placement in Development and Placemaking, specifically working on the development and climate emergency side. It is early days, but projects have emerged around areas including consultation on new land development and the procurement of solar panels for council properties.

Although there was some risk in joining a council new to the NGDP process, **they have made every effort to ensure I get the experience needed to succeed as a future leader.** I am invited to senior meetings, have 1-1s with the Chief Executive Officer, get to interact with and brief elected members, and am given the chance to involve myself in wider council areas and projects, including electoral services and the creation of a Project Management Office. **My fellow graduate and I are also setting up a Youth Forum to represent the voices of young people in the council.**

North Somerset Council is keen to invest in its future workforce, and it is doing all it can to make sure we feel valued and gain useful experience. There are a lot of ambitious projects happening in the district, and **I would highly recommend joining us at this exciting time.**

- Luke, Cohort 23



# FIND OUT MORE...



Jayne.Griffiths@n-somerset.gov.uk (Placement Coordinator)



[www.n-somerset.gov.uk](http://www.n-somerset.gov.uk)



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