

LEADERSHIP  
& TALENT

EARLY IN CAREER

“BUILDING SYSTEM LEADERSHIP  
STARTS EARLY IN CAREER”

Building system leadership starts early in career. Our future leaders need to know how their career development will be supported in the modern State Services.

Our work in this area is focused on talent management and career development for interns, graduates and emerging leaders, both in general and for those identified early as high potentials.

#### PRIORITY WORK

- Producing an “Early in Career” strategy for the State Services.
- Hosting summer interns at events to focus on career opportunities within the State Sector.
- Creating common principles for the attraction, selection, development and retention of summer interns and graduates.
- Developing an online introduction to working in the public service for new starters.
- Establishing an Emerging Leaders Fast Stream Programme pilot.

To find out more

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STATE SERVICES COMMISSION  
Te Komihana O Ngā Tari Kāwanatanga



Fact sheet – Early in Career

New Zealand Government

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SSC is working on ways to make the State Services an employer of choice and attract the brightest and best to work here. Once in the system, we will build the skills and experience of these high potential people.

The system needs future leaders who can collaborate, work across communities and remain focused on the customer. Our job is to develop and support programmes that grow leaders and foster breadth and depth of experience.

### **SUMMER INTERNS AND GRADUATES**

SSC is working with cross-sector agencies on ways to attract new talent to the State Services.

We are developing a set of common principles around attraction, selection, development and retention of graduates and summer interns across the system.

We are taking a more coordinated approach to our relationship with education providers and our engagement with students. This work includes central induction days for summer interns and 2016 graduates. There will be ongoing events for our summer interns that focus on career opportunities within the State sector.

### **EMERGING LEADERS**

SSC is working with agencies to identify best practice programmes for emerging leaders and to create opportunities for emerging leaders to have access to these. We are working with agencies to align programmes to the new Leadership Success Profile.

“THE STATE SERVICES WILL BE SEEN AS A GREAT PLACE TO WORK FOR DEVELOPING LEADERS.”

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### **EMERGING LEADERS FAST STREAM**

We are piloting an Emerging Leaders Fast Stream Programme to increase bench-strength and diversity of the leadership pipeline. A cross-agency selection panel will select high potential emerging leaders and develop their breadth and depth of knowledge, skills and experience over a multi-year accelerated development programme.

At the end of the programme we would expect participants to be credible applicants for large third and fourth tier roles. The pilot will include people from both a sector and a functional area, allowing SSC to evaluate and assess scalability for future programmes.

### **INDUCTION**

SSC is working with agencies to create an online introduction to working in the public sector, which will be available for all our agencies to use in their induction programmes. The module will support new starters in their understanding of what it means to be a public servant, the machinery of government, and how agency priorities fit in to the wider context and system priorities.

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