



**TRANSPORT
SCOTLAND**
CÒMHDHAIL ALBA

transport.gov.scot

Transport Scotland Graduate Recruitment

**Further Information
for Applicants**

Dear Candidate

You have applied for one of our vacancies. It is important that you read this information in conjunction with completing your application form and diversity monitoring form. If you are successful through our assessment processes you should revisit this document to re-familiarise yourself with the information contained in our “Further information for successful candidates section”.

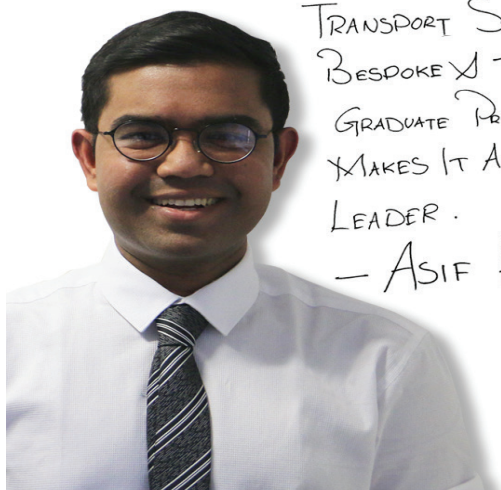
Thank-you

Transport Scotland

Transport Scotland is the national transport agency for Scotland and is accountable to Parliament and the public through Scottish Ministers, with a budget of around £2 billion per year. Transport is a vital feature of the Scottish Government’s focus on increasing sustainable economic growth, and transport investments and policies have major impacts on the economy, people, and the environment.

Transport Scotland is starting a period of transition, with the completion of a number of major infrastructure projects and a greater emphasis on the promotion of air quality, active travel, accessibility, and the development of the low carbon economy. This is underpinned by the development of a new National Transport Strategy covering Scotland’s transport needs and priorities for the next 20 years. The recent Programme for Government and the agency’s corporate plan set out a range of associated activities.

Our challenge is to make sure that we have an organisation that is structured and operates as efficiently, flexibly, and creatively as possible. This post is part of that transformation.



TRANSPORT SCOTLAND'S
BESPOKE & TAILORED
GRADUATE PROGRAMME
MAKES IT AN INDUSTRY
LEADER.
— ASIF HUQ

Asif Huq, Graduate Civil Engineer



Transport Scotland
provides what I think is one
of the best networks of
graduates and senior engineers
who support, advise, and guide
you towards becoming
professionally qualified.
Niamh

Niamh Callaghan, Senior Civil Engineer
(Chartered June, 2018)

Further Information for Our Successful Candidates

Pre-Employment Enquiries

If you are successful, and are not currently a serving member of the Civil Service, we will as part of the Scottish Government's pre-employment process carry out the following enquiries into your identify, employment history, nationality and immigration status, 'unspent' criminal record (Disclosure certificate), health and other matters to ensure that you are qualified for appointment. All our pre-employment checks are underpinned by the Baseline Personnel Security Standard (BPSS) which provides a consistent and rigorous pre-employment screening process for prospective Scottish Government staff.

If you are successful in obtaining a job with the Scottish Government you will be subject to these additional security checks. The additional security checks mean that you will be required to provide:

- Photographic ID, preferably a passport or photo driving licence. Please note that student cards and library cards are not acceptable.
- Your original birth or adoption certificate. Please note that you original birth certificate must be dated within six weeks of your birth.
- A bill or financial statement for your current address, preferably a utility bill dated within the last 6 months, Please note that mobile phone bills are not acceptable
- Basic Disclosure certificate – although for some jobs you will need as a higher level of disclosure clearance – this will be made clear in the advert. Please note that in order for the Scottish Government to accept a disclosure certificate it MUST be dated within the last 12 months.

The Graduate Development Programme

The Graduate Development Programme is approximately 4-5 years long and there is an expectation that you will complete a number of internal postings within Transport Scotland, and possibly at least one external posting during this time. Given the investment in the Graduate Development Programme there is a clear expectation that you will remain on the programme for the full duration.

Continuous Assessment

The Graduate Development Programme includes continuous assessment, requiring annual reports that must be completed on time and to an acceptable standard. As a participant you must demonstrate you have the potential to complete the Programme to the required level to enable you to undertake your Professional Review and obtain Transport Planning Professional or Chartered status. In the event that you fail to meet the required standard of performance you would be released from the Graduate Development Programme and would be moved to an available B2 generalist post. Your progression as Transport Planner or Civil Engineer within Transport Scotland and your potential progression to professional review would cease.



Graduate & Summer Placement Network Site Visit, Queensferry Crossing 2017

information regarding your employment and/or educational history of the last three years.

Health Standard

As part of our pre-employment enquiries you will be asked to complete a health declaration and, if necessary, to attend a medical examination.

Completion of Pre-employment Enquiries

When the pre-employment enquiries are satisfactorily completed your formal offer of appointment letter will be issued approximately two weeks prior to your agreed starting date. This is the date discussed between you and your new line manager. If you have any question about our pre-employment checks please do not hesitate to get in touch.

Selection

We use a competency based approach to recruitment. This means that at all stages of the recruitment process you will be assessed against the competencies we consider necessary to do the job. This approach starts from the application stage so it is important that you complete your application as fully, but concisely, as possible to demonstrate how you meet the requirements of the post. It is therefore important that you study the selection criteria carefully before you complete the application.

We will invite for further assessment those candidates who from their application seem best suited to the appointment. Further details about our application processes and assessment centres can be obtained by visiting our website.

The data we collect throughout the selection process will be held and used in accordance with the terms of the Data Protection Act.

Interview Expenses

Travel and subsistence expenses incurred during the selection process are the responsibility of the applicant.

Diversity Monitoring Form

Information given on the diversity monitoring form will be treated in strictest confidence and will be retained by HR for monitoring purposes. It will be kept separately from your application form and will not be made available to those involved in the selection decision. Guidance on the Diversity Monitoring Form and why we ask you to complete it is available on the Scottish Government website.

Disability

We are participants in the Jobcentre Plus "Positive about Disabled People" scheme. Under the terms of the scheme, all candidates who consider themselves to be disabled in terms of the Equality Act 2010, and who meet the essential minimum criteria for the post, will be guaranteed an interview.

Note: The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring conditions). Further guidance in relation to the meaning of disability is accessible on the Equality and Human Rights Commission website.

We will also ensure that we consider and implement any reasonable adjustments you may require to attend for interview or during the course of your employment, should you be successful in securing a post.

Starting Salary

New entrants will start on the minimum of the pay range.

Movements Form

We will also ask you to complete a movements form with information regarding your employment and/or educational history for the last three years.

Health Standard

As part of our pre-employment enquiries you will be asked to complete a health declaration and if necessary to attend a medical examination. The medical declaration will be emailed to you from our health provider Optima Health. Please follow the instructions that accompanies their email.

Probation

You will require to serve a probationary period of 9 months, regardless of, if you have worked with us previously as a permanent, fixed term or in a temporary capacity. Confirmation of your appointment is dependent on the satisfactory completion of this probation period in terms of performance, conduct and attendance.

Working Times

The standard working week is a 5 day week of 37 hours, net of lunch breaks. You may have the scope to participate in the Scottish Government's Flexible Working Hours scheme. Consideration will be given to candidates interested in part time or other non-standard working patterns and in line with best practice, the Scottish Government has extended to all staff the right to request a flexible working pattern.

Annual Leave

You will have an annual leave allowance of 5 weeks, rising to 6 weeks after 5 years. In addition, the Scottish Government observes 11.5 days public and privilege holidays, dates of which are set annually.

Sick Absence

You are expected to attend for work. However, we do recognise that 100% attendance may not be possible on occasions when you are unwell. We have an attendance management policy in place that makes it clear the level of attendance that the Scottish Government expects and what may happen if this cannot be achieved. The policy outlines the support offered to staff during periods of illness and the assistance available to help them back to work.

Travel & Subsistence

At times you may be required to attend meetings or functions as part of your official duty. Subsistence allowances and travelling expenses are paid for this. (The cost of normal daily travel between and home and office is not reimbursable.)

Retirement

The Scottish Government has a "no retirement age" policy for staff in Bands A-C. This means that you are free to continue in employment for as long as you wish. (Continued employment will remain subject to the normal rules concerning performance, conduct and attendance.)

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fixing today's problems
for tomorrow's world.



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Peter Renfrew, Graduate Civil Engineer

Outside Activities

As a civil servant, you may not take part in any activity which would in any way impair your usefulness to the Service, or engage in any occupation which may conflict with the interests of the Scottish Government or be inconsistent with your official position. Subject to these conditions, and in some circumstances prior permission being sought, work of a minor or short term nature (for example vacation work or work after hours) is normally allowed. Also for health and safety purposes you should notify HR if you have more than one job.

You will also be subject to certain restrictions, depending on your grade and the nature of your work, on national and local political activities. These include standing as a candidate in parliament should be lodged with the Commission within 12 months of the closing date for applications, but the Commission will consider complaints lodged out of time in exceptional circumstances.

More information is available on the Commission's website alternatively you can email them info@csc.gsi.gov.uk Tel: 020 7271 08312 or write to them at:-

Civil Service Commission Room G/8 1
Horse Guards Road London SW1A 2HQ

- As a civil servant, you are appointed on merit on the basis of fair and open competition and are expected to carry out your role with dedication and a commitment to the Civil Service and its core values: integrity, honesty, objectivity and impartiality. Where a candidate has previously engaged in political activity, the selection panel will satisfy itself that the candidate understands the requirement to operate objectively and impartially if appointed and must record how this has been done.
- These values are set out in the Civil Service Code. 'integrity' is putting the obligations of public service above your own personal interests;
- 'honesty' is being truthful and open;
- 'objectivity' is basing your advice and decisions on rigorous analysis of the evidence; and
- 'Impartiality' is acting solely according to the merits of the case and serving equally well Governments of different political persuasions.

Put simply, civil engineering is about finding solutions to the problems we face in the world.

No other profession allows you to improve the world we live in as much as civil engineering.

-Toby Millard

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Toby Millard, Graduate Civil Engineer



**TRANSPORT
SCOTLAND**

CÒMHDHAIL ALBA

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This document is available on the Transport Scotland website: www.transport.gov.scot
Published by Transport Scotland, March 2018

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Riaghaltas na h-Alba