Government Commercial Function

GOVERNMENT COMMERCIAL FUNCTION

CREATING **ONE** COMMERCIAL COMMUNITY



Foreword from the Government Chief Commercial Officer



The Government Commercial Function has been leading commercial reforms in central government since 2015. A key part of this is to raise the capability of our staff by recruiting, retaining and developing the best senior commercial talent in the public sector. We deliver this through a selection of first-class services ranging from our commercial resourcing hub to assessment, talent and development opportunities.

We recognise that government expenditure through agencies, arm's length bodies and other public organisations represents not only a huge sum of money, but also a vast array of important (and often life-enhancing) goods and services. That's why we need to ensure our purchasing decisions and contract management is second to none. For this to happen it's imperative that we gain the support of these wider government bodies.

We need to strengthen our commercial abilities and we need to do this together. Our vision is to be the best commercial function in the UK and to collaborate to create one commercial community. We do not underestimate the value you can add and are delighted to welcome you to the function.

Gareth Rhys Williams

What has been achieved so far?

The Government Commercial Function (GCF) began rolling out services to central and wider government in 2016 and as of May 2018:

1,200 candidates assessed

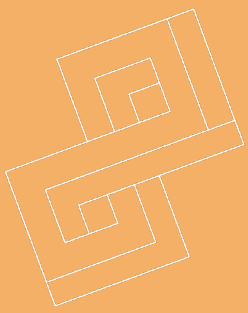
329 senior commercial vacancies filled

321 career conversations completed

110 mentoring matches made

105 staff enrolled on the Development Programme

48 talent moves across government



What does it mean for you?

Leaders from your organisation have been engaging with the GCF to improve commercial capability.

The GCF offers a government recognised accreditation, provides access to new development opportunities and introduces you to a supportive commercial network across central and wider government.

Why the GCF?

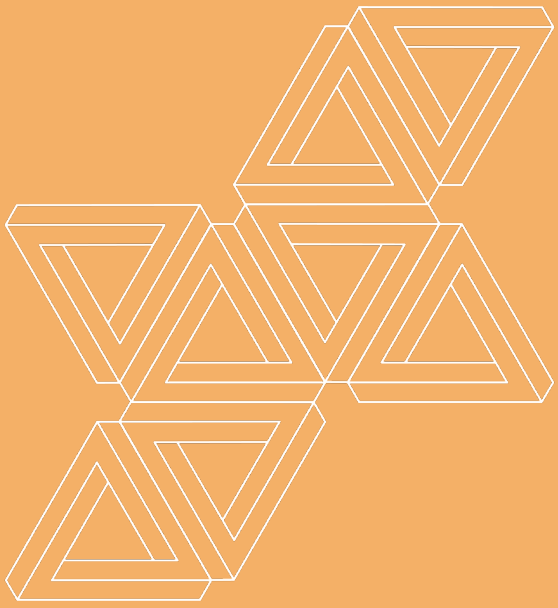
The GCF is committed to supporting commercial teams across central and wider government. Our aim is to help you to build on your existing skills in order to deliver the best commercial outcomes from both an individual and organisational perspective.

Using trends from the assessment of over 1,200 commercial professionals we have created a bespoke development journey. As well as mentoring and coaching opportunities and a structured training programme, we have focused on providing multiple avenues for collaboration.

One of our top priorities has been to establish a strong commercial community, connecting the most talented commercial professionals in the UK to share best practice and expertise.

By joining this community and contributing your valuable experience and insight, you will play a vital role in building our function, helping to drive up standards and professionalism in commercial practice.

An investment in commercial capability now could save millions of taxpayer's money in the future.



GCF Services for you

The GCF are committed to investing in commercial teams to ensure senior staff can continue to **develop their skills, progress their career** and **deliver their best.**

Accreditation

The GCF offers a professional accreditation for senior commercial staff that is recognised across central and wider government.

Our one-day assessment has been developed by highly experienced commercial experts and psychologists and is endorsed by CIPS and IACCM.

The assessment is intended to be challenging but rewarding. Following assessment you'll score an A (fully accredited), B (working towards accreditation) or C.

Bespoke career conversation

If you score an A or B at assessment you are eligible to access our talent and development services.

Our fully qualified GCF Career Coaches are highly experienced, having already delivered over 300 one-to-one career conversations to commercial professionals.

The conversation is tailored to each individual, based on the 70:20:10 model. It will enable you to identify your personal development needs and career goals and signpost you to activities to support these. It will also raise awareness of what is on offer in the commercial community and how you can get involved.





Structured development programme

The GCF offers tailored development programmes for those who achieve an A or a B.

The bespoke training has been designed using the assessment trends of commercial specialists across the public sector. As such there is significant focus on building leadership skills and business acumen and commercial judgement.

The 2-module programme will help to increase your impact, influence and confidence in different situations. It's practical, interactive and designed with flexibility to help you achieve your individual goals.

Engagement & networking opportunites

We have a wide range of engagement opportunities, many accessible via the Knowledge Hub online platform. These include senior speaker events, red team and peer reviews, webinars, communities of practice and the GCF Leadership Conference.

These allow you to build lasting relationships in a growing network of commercial professionals from all over the UK.

To date we've held a variety of events with senior leaders from industry and the charity sector to share best practice.

The Government Commercial Function will be the best commercial function in the UK.

Mentoring

The GCF is committed to creating successful mentoring matches from a growing pool of professionals from across central and wider government.

Mentors provide advice in line with your development goals, drawing on their own experience and constructively challenging your way of thinking.

Mentoring can support both professional and personal objectives from technical expertise to advice on work/life balance and much more.

Talent moves

Talent moves are arranged in line with your personal development needs and work in a similar format to a secondment or loan. They are available pending approval from your organisation.

You could move into a commercial role in a central government department or another wider government body.

A talent move offers unique practical experience beyond what can be achieved in formal training courses. This will broaden your understanding, knowledge and experience of the commercial function in the public sector.



Investing in you



“I am particularly impressed by the mentoring programme and I have truly enjoyed some of the training that I’ve been signposted to. Having been matched with my mentor by the talent team, I thought the recommendation for a “chemistry” discussion was a good approach as it doesn’t feel like a mandated match."

Zara Carter, Associate Commercial Specialist, Department for Work and Pensions

Additional services for your organisation

Recruitment

Our internal GCF recruitment team have years of experience of the commercial market and are best placed to identify top talent to bring into important senior commercial roles across central and wider government.

All recruitment campaigns use our accreditation service to ensure the highest calibre of candidates.

For more information on how we can support your organisation please refer to the GCF recruitment brochure.

Commercial Blueprint

The Commercial Blueprint is a living document that allows organisations to articulate the resources and capability they require to deliver current and future commercial activity and the transformation journey they are undertaking.

We provide the Commercial Blueprint template for your organisation to complete, arrange support and manage the review and sign-off process.

For more information contact your GCF Account Manager.



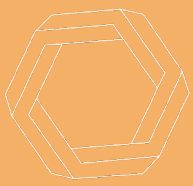
Gain commercial accreditation

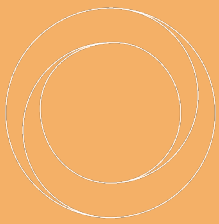
Benchmark yourself against commercial professionals across central and wider government

Access bespoke development opportunities to progress your career

Join the community sharing best practice and expertise across the public sector

Welcome to the Government Commercial Function





Contact
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