

Annex 2

Advertorial – in media aimed at minority communities to raise awareness of our aspiration to recruit from these communities

Want to make a difference? The Permanent Secretary at the Department for Work and Pensions explains why the Department wants to attract a greater diversity of people into its top jobs.

The Department for Work and Pensions is already a very diverse organisation, and we are proud of that. However, if we are to meet the challenges ahead – designing and delivering policies and services for the diverse citizens of the UK – we need to attract people from all backgrounds. We need, in particular, a diversity of knowledge and experience at our most senior levels if we are to bring further understanding and fresh insights to our organisation.

We want the best people from all backgrounds and, with that in mind, we would like to attract leaders and professionals from every part of society including people with experience that may not be seen as ‘typical’ for civil servants. We are also keen to see people coming to us from the private sector, local authorities, the NHS and the voluntary sector.

Over the next year or so, because of a mixture of planned career moves, retirements and new posts, we expect to be advertising a range of senior job opportunities. These are likely to include senior posts in our front line operations, change leaders, policy makers, accountants and information technology experts. Salaries will range from £50,000 to £100,000 and more.

If you are interested in joining us, why not look out for these vacancies and apply for any posts which you think you could fill?

Or, better still, you can register your interest now and we will contact you as and when specific jobs are advertised. We can also arrange for you to talk to a member of our top team, in confidence, about whether your skills and experience might be what we need. The contact email to register your interest is senior.recruitment@dwp.gsi.gov.uk and we will get back to you. In the meantime, this is just a bit more about us.

What we do

Commonly known as 'the DWP', the Department for Work and Pensions is one of the UK's largest government departments with five major delivery agencies – Jobcentre Plus, The Pension Service, the Disability and Carers Service, the Child Support Agency and the Rent Service. We are responsible for multi-billion pound budgets and we are one of the country's largest employers with over 100,000 staff.

We work on a big scale: The Pension Service gives financial support to 11 million pensioners in the UK and every working day around 7,000 Jobcentre Plus customers move into work, including over 100,000 lone parents last year.

Overall, we manage some 17 million payments per week, and deal with nearly 35 million incoming and 7 million outgoing calls annually.

Unlike most organisations, we count the vast majority of the population as our customers. At some point in their lives, most people need to deal with us, sometimes at a very difficult and distressing time. It might be because of a death in the family or loss of job, because of illness or disability, or it might be when a relationship breaks down.

We also work with our Ministers to develop policies and, unlike most Government Departments, one of our unique selling points is that we often deliver the policies as well via our front line offices. Our vision is of "Work, Welfare, Well-being, Well-delivered". To deliver our vision, we have some important and challenging strategic aims. They are to:

- contribute towards fair, safe and fulfilling lives, free from poverty, for children, people in work and retirement, and those with disabilities;
- reduce welfare dependency and increase economic competitiveness by helping people to work wherever they can and employers to secure the skills and employees they need;
- provide greater choice, personalisation and quality of service for customers in their interests and those of the taxpayers.

The scope and breadth of the challenges that face everyone in DWP every day can't be understated, and that means that we need the best people, from every background, to help us meet them.

The challenge

Modernisation over the last five years means that DWP looks and feels very different from the stereotypical image of a Civil Service bureaucracy. Our customers can now increasingly expect a more personal service, fewer forms to fill in, a far more welcoming and relaxed environment in most of our offices, and to look for jobs and receive their benefits through one organisation. And in recent years, we have recruited a wide range of talented people into the Department from outside the Civil Service at senior levels.

But we know we still have more to do. At the heart of what we aim to achieve is a new business strategy which will transform the way that we deliver for citizens. Our aim is radically to improve both our customer service and our efficiency in the delivery of our objectives.

Join us, and you could find yourself at the heart of government, working with Ministers and senior colleagues from across Whitehall, designing policy programmes, working on our organisational transformation, or heading up a team of IT architects! If the prospect appeals, we would like to hear from you.