

Role Description – Deputy Head of Geography - Government Science and Engineering (GSE) Profession (6 roles)

Eligibility – All Civil, Public and Crown Servant Grades

Closing date – 14 May 2018

Overview

The first cross-Government Head of Geography, David Wood, was recruited in January to grow and professionalise the geography profession within the Government Science and Engineering (GSE) profession (see the Head of Geography's first blog at <https://goo.gl/mJWq2a>).

The Head of Geography has worked with the Cross Government Geography Group (CGGG) to develop 6 work packages to realise our vision for a high profile, proud and effective profession that supports our members and puts geography at the heart of policy design and delivery.

We seek Expressions of Interest from civil, crown or public service geographers who can demonstrate geographical understanding, relevant professional experience and are members of the GSE profession (you can join the profession at <https://goo.gl/NZWxtz>). Applicants will be committed to advancing geography within GSE and the role of geographers in government.

Each Deputy Head of Geography will lead on a specific work package, working closely with geographers across the profession (including GSE Champions), professional bodies and the GSE Profession team (who manage the profession on behalf of the Government Chief Scientific Advisor & Head of GSE Profession):

- Strategy, Governance & networks.
- Our offer & growing the profession within government.
- Raising profile & embedding Geography in policy making cycle.
- Professional standards – guidance and tools.
- Professional standards – GSE members (inc. chartership).
- Professional outreach, diversity & inclusion, and external recruitment.

Annex A provides more detail on each of the specific strands. We reserve the right to change the number of roles or the split of responsibilities depending on the strengths and experiences of different applicants.

Background

In 2014, DEFRA formed the Central Government Geographers Group (CGGG), bringing together geographers representing a wide range of government departments and agencies. This group has since worked on a range of matters relating to improving the application of geography and geographical skills across government.

A key area that the group has progressed is the professionalisation of geography in government. This is to benefit geographers in terms of learning, strengthening career families and pathways, and gaining greater recognition for the discipline and its value to government science, analysis and policy. The Royal Geographical Society provides continuing strong support to the Group.

Scoping work on how best to professionalise geography and geographers in government led to an agreement between the Chair of the Central Government Geographers Group and the Head of GSE Profession and Government Chief Scientific Adviser to recruit a Head of Geography within GSE, working across central government and its agencies in support of geography and geographers.

David Wood was announced as the first cross-Government Head of Geography on 4 January with a vision to grow the geography community, professionalise geography within GSE and champion geography and embed it in the policy making cycle. David has created the Deputy Head of Geography roles to work with him in providing leadership to the profession and to be the cross-Government lead on specific areas.

For more background on what David has been up to please see his twitter account [@GovHeadGeog](#).

Activities

Deputy Heads of Geography will represent and raise the profile of the broad range of the geographical disciplines, representing members and ambitions from across policy, analysis and scientific roles in the both the natural and social science aspects of the discipline. The roles will provide a leadership function for geography and geographers across central government departments and their agencies.

As an ambassador and leader for the discipline, the Deputy Heads of Geography will drive forward the strategy for professionalising geography within GSE, developed in collaboration with the CGGG and approved by the GSE. This fits closely with the wider GSE Strategy.

The range and depth of work is exciting but challenging. The postholders will work closely with the Head of Geography and will be supported by the CGGG and will lead specific working groups comprising of geographers from across Government (to be established when postholders start), whilst the RGS is ready to provide support in an external context.

Time Commitment

To be agreed locally with your Departmental management but expected to be in the region of 1-2 days a month, much of which can be worked flexibly.

Required skills and experience

We would expect the post holders to possess or gain Chartered Geographer status. Applicants should therefore meet the qualifying criteria for Chartered Geographer Status as shown on the RGS website: <https://goo.gl/cDSbax>.

To apply

Please fill out the EoI form at Annex B to David Wood, Head of Geography (david.wood1@justice.gov.uk) by the closing date of 14 May 2018 (no more than two sides of A4).

The supporting statement covers:

- Provide an explicit statement on why you wish to be one of the Deputy Heads of Geography, including your preferences, and your ambitions for the geography profession;
- Describe relevant leadership experience in corporate or cross-cutting activities; and
- Describe relevant geographical experience and knowledge and how you have applied this in professional roles.

Please also contact David if you would like to discuss the roles in more detail.

The selection process may include an interview, depending on the number of Expressions of Interest received. Any interviews will be arranged for mutually convenient times in May 2018.

Likely Panel: David Wood and representatives from the GSE.

Annex A – Work Packages

Post 1: Strategy, Governance & networks.

- Lead on overall strategy and governance as work packages evolve over time.
- Developing an engagement strategy for networks and Boards that geography should be represented on and take a leading role on the Cross Government Geography Group, including shaping the agenda with the Chair.

Post 2: Our offer & growing the profession within Government.

- Reviewing the offer of other Government professions and other professional bodies to design a comprehensive, open and inclusive offer to our members.
- Engage the Cross Government Geographers Group and hold workshops with fellow geographers to identify what they need from the profession.
- Bringing together elements of all work packages and identifying (and filling) gaps to deliver our offer.
- Lead on mentoring, events, forums to bring the community together, reward and recognition and developing secondment and interchange opportunities (working with the wider GSE initiatives in this space).
- Use our offer to work with the Head of Geography on opportunities to grow numbers within the profession as well as work across departments on how jobs are advertised to the profession.
- Develop a network of departmental geography champions to:
 - be part of the wider GSE departmental champions within their department (you can find out more about GSE champions at <https://goo.gl/WP8xms> and <https://goo.gl/XZrzDe>);
 - develop the geography profession within their department;
 - be the go-to person for the departmental Chief Scientific Advisor on geographic issues (as the link into the geography community in their department); and
 - work with the Head and Deputy Head of Geography on departmental specific issues.
- Ensure geography representation on GSE Working Groups.

Post 3: Raising profile & embedding Geography in policy making cycle.

- Organise participation in events (e.g. like civil service live) and use social media and the GSE blog to raise the profile of geography and geographer in Government.
- Develop a set of case studies where strong geographic understanding has underpinned policy development and delivery.
- Engaging with the policy profession to identify opportunities to embed geography in the policy making cycle and build understanding of when to apply geographic thinking or skills e.g. through civil service learning, training courses and policy guidance.
- Work with individual departments to open up and promote events, talks and training events for all our members.

Post 4: Professional standards – guidance and tools

- Review and bring together existing geographic guidance (e.g. GSS Geography Policy <https://goo.gl/PQUaCD>) in one place for our members and then identify gaps and oversee development of new geographic guidance on specific themes (to be agreed with the CGGG).
- Inputting into guidance of other professional groups to ensure geography is properly represented (e.g. the Green Book (<https://goo.gl/i16MTY>) and the Magenta Book (<https://goo.gl/BjsiYp>)).
- Promote use of consistent geographical classifications.
- Review, build consensus for and identify opportunities to fund and develop tools that would be of use for geographers across Government.

Post 5: Professional standards – GSE members.

- Review professional standards developed within different parts of Government (eg MoD and Defra), identifying areas of commonality.

- Develop professional standards and framework for all our members, ensuring that the needs of geographers are reflected in the wider GSE work to develop a routemap to chartership & accreditation and specifically working with the RGS on Chartership.
- Promote existing training opportunities (eg ONS spatial statistics courses) to help members meet and maintain required standards.
- Working with other professions in the Analytical Function to ensure standards are recognised to ensure relevant analytical roles are opened up to geographers and the GSE profession.

Post 6: Professional outreach, diversity & inclusion and external recruitment.

- Professional outreach to grow the pipeline of talent (including having a presence at key conferences), including promoting opportunities for geographers within Government and developing pen portraits for external recruitment events (including reaching out through other professions).
- Work as part of the wider GSE outreach activities, with a particular focus on raising participation in the STEM Ambassadors programme to engage young people about STEM.
- Build on the comparatively high participation rates of women in geography at university to help broaden access for women in Government
- Exit data & interviews to aid recruitment and develop the offer for our members.

Annex B – Expression of Interest Form, Deputy Head of Geography, GSE

Name:

Civil Service Grade:

Job Title:

Department:

E-mail Address:

Phone Number:

Details of Relevant Experience:

Role	From	To	Details of Role

Please provide an explicit statement on why you wish to be one of the Deputy Heads of Geography, including your preferences (you may include more than one role), and your ambitions for the geography profession (max 250 words).

Please describe relevant leadership experience in corporate or cross-cutting activities (max 250 words).

Please describe relevant geographical experience and knowledge and how you have applied this in professional roles (max 250 words).

Do you have your line managers agreement to apply for the role:

Are you a Chartered Geographer or do you meet the qualifying criteria for Chartered Geographer Status (as shown on the RGS website <https://goo.gl/cDSbax>):