



Future Leaders Scheme and Senior Leaders Scheme (including META and DELTA) 2020 Intake

APPLICATIONS OPEN 19 AUGUST 2019

Future Leaders Scheme and Senior Leaders Scheme

The Future Leaders Scheme (FLS) and Senior Leaders Scheme (SLS) are high profile, cross-government accelerated development schemes. Participants will complete a structured development programme that enables them to accelerate their learning and development as part of a cohort of high potential colleagues from across government.

META Programme

META is an accelerated development programme, aimed at staff from ethnic minority groups at Grade 6/7 with the ambition and potential to become future leaders of the Civil Service. The programme was fully integrated with the FLS in 2016 meaning there is no separate selection process - all successful FLS participants from an ethnic minority background will be offered a place on META. Alumni from the META/PAP and Accelerate schemes are eligible for a guaranteed interview during selection, but must still complete previous stages of the assessment process for their personal development.

DELTA Programme

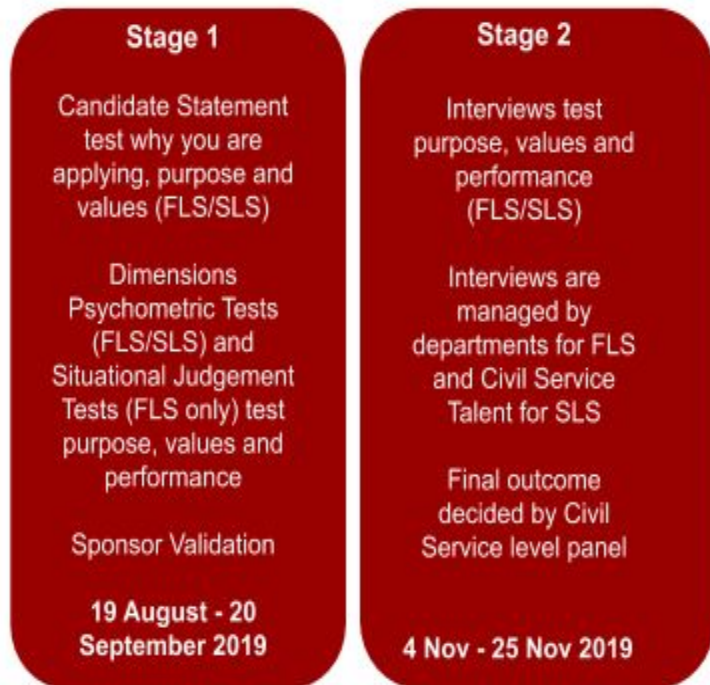
DELTA is an accelerated development programme offered to disabled FLS and SLS participants. The DELTA programme launched this year to accelerate participants development towards senior positions across the Civil Service, contributing to building a more diverse senior pipeline. The programme is fully integrated into FLS and SLS meaning there is no separate selection process - all successful FLS and SLS participants with a disability will be offered a place on DELTA.

Who can apply and how?

The programmes are open to **Grade 6 and 7 for FLS** and **SCS1 for SLS** - and there is no one “type” of successful candidate. We are looking for candidates with the sense of purpose and the potential to reach the Civil Service’s critical leadership roles across departments and functions.

You can find further information by visiting the Civil Service Talent Accelerated Development Schemes pages on [Civil Service Learning](#). You must complete the entire application and received validation from a sponsor by **20 September 2019**.

Successful candidates will start the schemes in February 2020.



What are we looking for during selection?

There is no one “type” of successful candidate. Selection for FLS and SLS involves a series of assessments against three areas based on the measures of **Purpose, Performance** and **Values**. Candidates are encouraged to read this in more detail whilst applying.

To apply for the schemes, please visit [Civil Service Learning](#) after launch on **19 August 2019**.

Mythbusting

Myth: “Participants must be Whitehall based and in policy roles.”

Reality: Participants can be based anywhere in the world. Over a quarter (31%) of the FLS participants and 23% SLS participants from the 2019 intake are based outside of London, with some based overseas. The 2019 intake also saw a wide range of functions and professions being represented. 42.2% of the participants from FLS and 39.1% of the participants from SLS this year are from operational delivery and the government functions (i.e finance, commercial, legal).

Myth: “I won’t be able to access the scheme due to my disability.”

Reality: The DELTA programme integrated within FLS and SLS is designed for participants with disabilities. Participants with disabilities are encouraged to apply for the FLS and SLS and will be offered a place on the DELTA programme if their application is successful. When applying for the FLS and SLS, adjustments for applicants reporting a disability will be considered on an individual basis at all stages of the selection process. Adjustments are available for candidates reporting a disability who are successful in gaining a place on the scheme.

Additionally, candidates reporting a disability will be offered a guaranteed interview, although they will still be asked to complete the assessments during the previous stages for personal development. You can contact the team via our dedicated mailbox:

cstalentselection@cabinetoffice.gov.uk to discuss any adjustments you may require.

Myth: “It’s very competitive and there’s a certain type of person that goes on these schemes. I’m not sure I’m the right type.”

Reality: There is no typical FLS/SLS participant and whilst it is expected that candidates will on the top line of the nine-box talent grid, this is not a requirement. Details of each stage are explained in the Candidate Guidance (which will be available on [Civil Service Learning](#) from 8 June).

Participants come from diverse backgrounds, both within and beyond the Civil Service. Their unifying feature is that all have high potential and a strong commitment to making an impact on the future of the Civil Service. You can speak to your talent team, speak with a member of the FLS/SLS alumni or email cstalentselection@cabinetoffice.gov.uk to find out more.

Myth: “It’s impossible to juggle the commitment of the scheme alongside my day job and wider responsibilities.”

Reality: Whilst participants must be confident they can commit to the full two-year period on the schemes, we do have a large number of current scheme participants that have demanding roles, young families or caring responsibilities. Some participants complete part of the scheme whilst on maternity leave, using their Keeping in Touch days for their residential learning.

Myth: “I have been on another talent scheme so don’t need to complete the candidate statement, psychometrics, or situational judgement tests.”

Reality: All candidates are required to undertake all aspects of the selection, unless they cannot do this due to a required adjustment (please see above). The Candidate Statement is designed to inform your discussion with your line manager, mentor or sponsor and help you to determine whether the schemes are right for you. It is also to assess whether you are able to demonstrate the purpose, performance and values necessary to secure a place on the scheme. The Situational Judgement Tests (FLS only) and Dimensions psychometric assessment provide both your department and you with a rich source of information on your strengths and areas to shape your ongoing development.

Updated 5 July 2019