

PUBLIC PRACTICE



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The Associate Programme

How does the programme work?

We run a minimum 12-month job placement programme for mid-career level placemaking professionals looking for a career change (Associates), and place them in paid work placements at public sector organisations looking for new skills and expertise (Authorities).

Becoming an Associate involves a competitive application process, which has been designed to remove as much bias as possible. If you are successful, we match you with a role at an Authority that suits your skills and provides you with the best opportunity to make a positive impact. As you start your new role at the Authority, you will also join a Learning & Development (L&D) Course alongside other Associates who are passionate about making better places.



Why should I apply to be an Associate?

The Associate Programme is designed for placemaking professionals looking to use their skills for the public good. In a world facing climate change, economic instability, and social injustice, the need for people to use their skills towards shaping better places is stronger than ever.

As an Associate, you will:

- Secure a minimum 12-month employment contract within a forward-thinking Authority
- Join a community of like-minded professionals from a diverse range of skills and backgrounds, all passionate about making better places.
- Gain valuable training on the essentials of working in local government through our L&D Course.
- Share knowledge and receive support from a network of public sector officers across England.



What type of experience do I need to have?

We accept applications from candidates from eight key built environment disciplines. Click on links below to find out what public sector roles might be suitable for each discipline:

- [Architecture](#)
- [Ecology & Environmental Science](#)
- [Engineering](#)
- [Landscape Architecture](#)
- [Surveying](#)
- [Town & City Planning](#)
- [Transport Planning](#)
- [Urban Design](#)

Although you must have a minimum of three years experience in at least one of these discipline, we have no fixed requirements regarding your qualifications or age. We want our cohorts to be diverse in terms of skills, experience, and disciplines so encourage applications from sections of the community that are under-represented in the built environment sector.

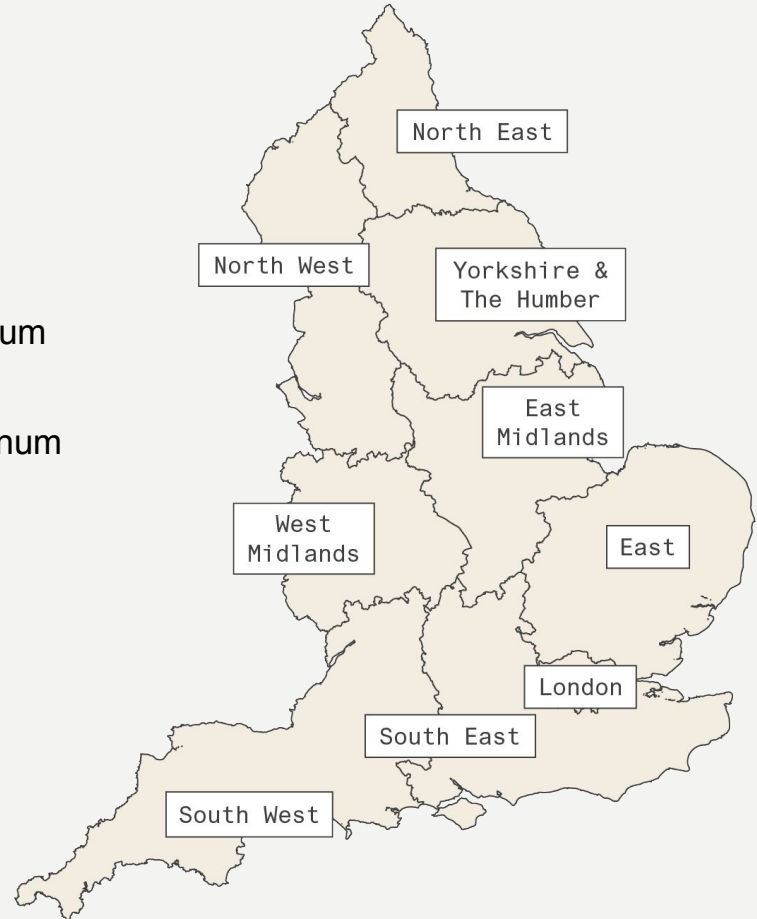


Who can apply?

To be eligible for the programme, you must:

- Have the right to work in the UK
- Be able to commit to an employment contract for a minimum of 12 months starting either April or October
- Be willing to accept a salary of £30,000 – £55,000 per annum
- Have at least three years of built environment experience

[Click here to take the Eligibility Quiz](#)



Application Process

The Application Process

The application process has been specially designed to help us understand and assess your individual strengths using innovative and inclusive recruitment methods. It is a competitive and thorough process that takes up to six months.

Step 1: Online Application

Fill in the online application form including your role preferences, eligibility questions (CV and right to work) and four long-answer questions. Your CV is checked separately and will not be seen by assessors, all applications will be scored anonymously.

Step 2: Assessment Day

If your application is successful, you will be invited to attend an online Assessment Day. You will be asked to prepare some additional material for this second stage.

Step 3: Matching Stage

If you are successful at the Assessment Day, you will be considered for a job placement. We propose job matches based on your skills and preferences, and the Authority's requirements. If you are proposed a match you will submit a statement of interest for the role.

Step 4: Interview with Authority

When you and your Authority accept the proposed match, you will be invited to an interview where you will have the opportunity to ask more questions about the role directly to the people you will be working with.

Step 5: Confirm and agree your contract

Once you have agreed your employment contract with your Authority, you will be welcomed to the Public Practice Associate Programme and start your new career in the public sector.

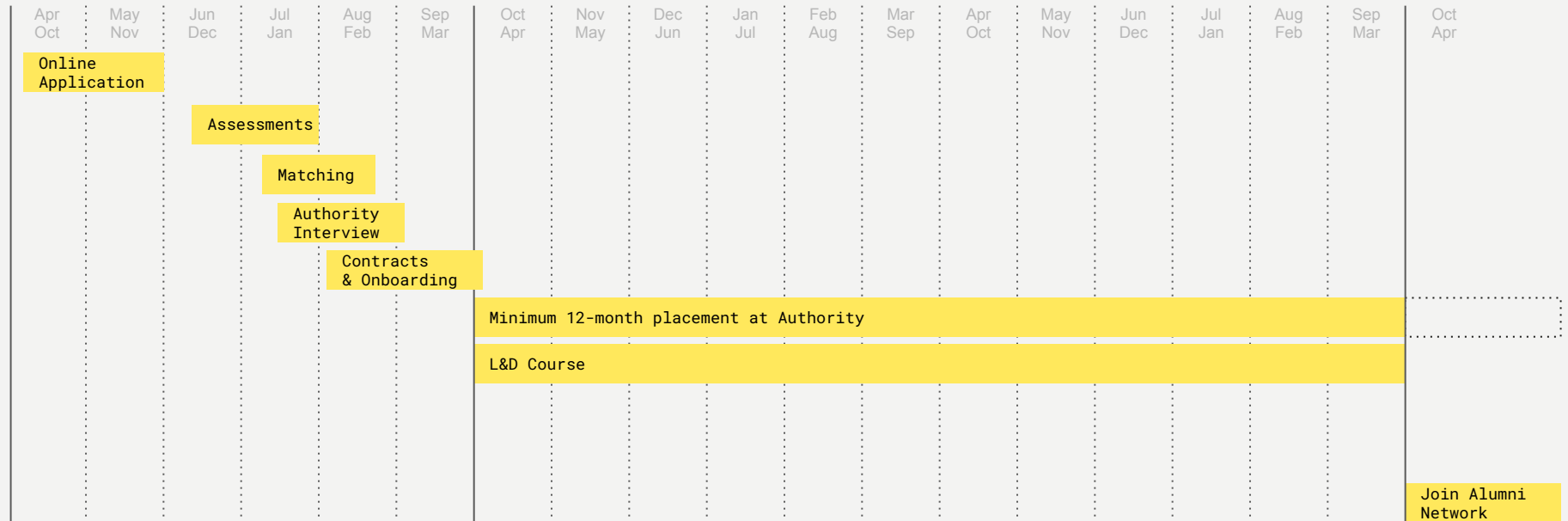
Welcome to the Associate Programme!

The Timeline

The programme is run every 6-months and recruitment takes 4 months from our online applications closing to Associates starting in their placement. Online applications close either at the end of May or end of November each year.

Application

Associate Programme



Key Dates for Autumn 2024

Key Dates	Stage
26 April	Applications open
30 May	Applications close
17 June	Shortlisted candidates informed via email
4, 5, 8, 9, 10 July	Online Assessment Days
July - August	Matches proposed and statements of interest submitted
July - August	Interviews with Authorities conducted
End of August	Successful matches confirmed
30 September	Contracts begin
30 Sept - 1 October	Induction

Submitting an Application

All candidates are required to submit an online application for each round we run via our specific online portal. You will be asked to set-up an account first, this is so that you can return and update your submission right up-to the application close date.

You will be required to **answer four application questions** and submit information about yourself and your background including a text-based CV. Your answers to the four application questions will be anonymously assessed and will be the basis for whether you are shortlisted for the next round. Assessors will only see the answers to the four application questions, they will not see any other information submitted as part of your application.

We strongly encourage candidates to read through our application guidance and hints next to each of the questions. We have strict marking guidelines and candidates who deviate from the question score poorly.

Submit an application by
Thursday 30 May at 14:00

The screenshot shows a web browser window with the URL `publicpractice.awardsplatform.com`. The page features the 'PUBLIC PRACTICE' logo at the top center. Below the logo, there are two main sections: 'Register' and 'Log in'.

Register Section:

- Apply:** A section with text explaining the application process, including instructions to log in and start an application to be an Associate with Public Practice, and contact information for questions (`info@publicpractice.org.uk`).
- Form Fields:** Input fields for 'First name', 'Last name', 'Email', and 'Password'. The password field has a strength indicator.
- Confirm password:** A field to re-enter the password.
- Terms and Conditions:** A checkbox to agree to the following terms:
 - Public Practice will use my data to assess the suitability of my application to progress through the application process and be matched to placement roles put forward by Authorities.
 - Anonymised data will be used to understand the impact and marketing performance of Public Practice and the recruitment campaign.
 - I have read and agree to the Award Force [privacy policy](#), [cookie policy](#) and [terms of service](#).

Log in Section:

- Form Fields:** Input fields for 'Email or mobile' and 'Password'.
- Remember me:** A checkbox to remember the user.
- Log in:** An orange button to submit the login credentials.
- Forgot password:** A link to recover a forgotten password.

Accessibility Adjustments

Adjustments are available throughout our recruitment process to ensure that all applicants have access and can participate. Please email info@publicpractice.org.uk or call 020 3740 1233 to discuss any adjustments you require.

Online Applications

In order to apply to our programme, you will need access to an internet-connected device and copies of your CV and right to work documents such as a passport scan to upload. The application will ask for information about yourself and four long-answer questions (100-250 words each). If you need to submit in an alternative format please email or call us.

Online Assessment Days

The second stage is a full-day online event where you will learn about the programme and take part in three different activities. To take part, you will need internet-connected device with a camera and microphone, and the ability to charge your device. We ask you to confirm any adjustment requests ahead of the day.

Matching and Authority Interviews (online or in-person)

During the matching stage you will need to submit a statement of interest in a short timeframe (24 hours) so you will need access to an internet-connected device. If your interview is online, you will need access to an internet-connected device with a camera and microphone. If in-person, you will need to travel to the office of the Authority.

What our Alum Say



“I never thought I’d be in a position where the news headlines might impact on my next day of work, and where my day-to-day work might actually impact on those stories in the news.

Being part of Public Practice has not only put my skills to better use, it has made me feel like a better citizen.”

Tilly Ford
London Borough of Enfield
Public Practice Associate, Spring 2020



“I wouldn’t have applied for a public sector job without Public Practice.

They make local government jobs accessible and the learning and development programme they provide alongside the placements looks excellent and is something I’ve never seen before.”

Abigail Patel
Lake District National Park Authority
Public Practice Associate, Autumn 2022



Alumni Career Stories

Click on the links below to watch our Alum career stories

- [Mark Stancombe, an Urban Designer](#)
- [Abigail Patel, a Strategy Planner](#)
- [Ted Maxwell, a Senior Regeneration Manager](#)
- [Louisa Facchino-Stack, a Principle Urban Designer Project Officer](#)
- [Wen Quek, a Senior Regeneration Manager](#)
- [Ibrahim Buhari, a Senior Urban Design Officer](#)
- [Dan Daley, a Senior Project Officer](#)
- [Matt Brown, a Housing Project Manager](#)

About Public Practice

We build the skills local authorities need,
to shape the places we deserve.



Our Vision & Values

We believe in the power of equipping local government with quality, diverse in-house design, engagement, sustainability, data, planning and commercial skills. We value:

Equality because everyone should have an equal opportunity and the freedom to make the most of their needs, ambitions and talents.

Diversity because different lived-experiences bring diversity of thought and are critical to solving societal inequality.

Inclusion because everyone should have the ability to access experiences, knowledge and opportunities fairly.

Excellence because it is important to aim to do the best we can do, in whatever we do.

Entrepreneurship because there are always new ideas and solutions to existing problems, and new problems to solve.

Pragmatism because by being realistic and practical you get things done in practice and that doesn't dampen ambition.

Openness because being transparent about what, how and why we do what we do enables trust.

Trust because human relationships are important and by sharing power and supporting each other we make the best decisions.

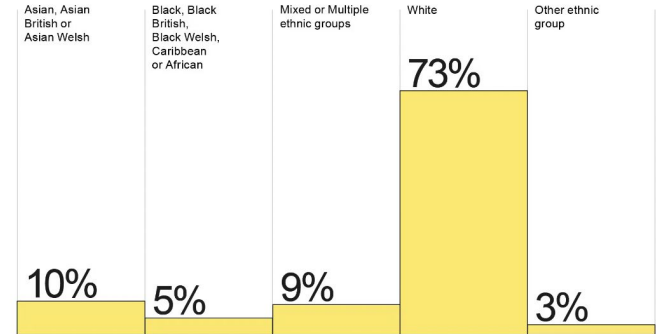
Respect because no one person knows best or can make change in a complex system as an individual.

Our approach to Equality, Equity, Diversity & Inclusion

Public Practice is working to establish a model for best practice for equality, diversity and inclusion on our programme. Using a data-led approach, we are comparing our data to regional populations to measure representation among Associates.

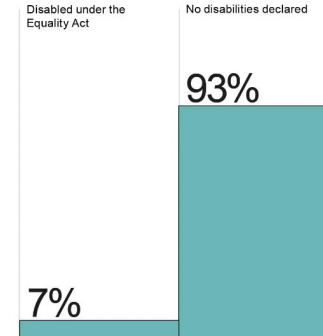
We made a commitment to track and report the diversity data of our Associate Programme. We publish our latest data on the ethnicity, sexual orientation, disability, gender, and gender identity of our Associates.

Ethnicity



Data collected from 291 Associates

Disability



Data collected from 241 Associates

Our Funders

Grant Providers



Department for Levelling Up,
Housing & Communities



Homes
England

MAYOR OF LONDON

Partners



NEXT STEPS

Take the
Eligibility Quiz

Read our Alum Bios

Join our Information Session
Tues 14 May - 5:30-6:30PM

Join our Information Session
Thurs 23 May - 12:00-13:00

Frequently Asked Questions

APPLY NOW

“Joining the Associate Programme was the best professional decision I’ve made. I’m enjoying this job more than I’ve ever enjoyed any other job in the past.

Over the last year, I’ve learned so much more than I would have learned in the private sector.”

Andrej Mecava
London Borough of Hounslow
Public Practice Associate, Spring 2022