

GRADUATE DEVELOPMENT PROGRAMME 2025

As one of Scotland's largest employers, we offer a wide range of rewarding and challenging jobs and careers across a diverse range of public services such as education, roads maintenance, cleansing, licensing, social work and many more.

You can see more about the council, our structure, strategies, and the services we deliver on our website at Glasgow City Council.

What is the programme?

Our Graduate Development Programme is a two-year supported skills development and career management programme which puts graduates at the heart of our organisation, across our service areas working on project-based activities.

Depending on the role you could be involved in ensuring we deliver our key projects, reviewing current practices or making recommendations to improve how we work, no matter what you are involved in you'll be helping to achieve our vision of Glasgow as a world class city with a thriving and inclusive economy where everyone can flourish and benefit from the city's success.

We will invest in your potential to help you develop your skills, to support your future. This could include activities to increase self-awareness and confidence as well as developing skills in management, project management, business change, consultation, stakeholder engagement, development of reports and recommendation, public speaking, or event management – to name a few! Even if you have never been involved in this type of work the programme provides the opportunity to develop and gain these skills.

The programme supports the Council's Workforce Development Strategy and our wider Strategic Plan theme of A Thriving Economy with more Glaswegians in work or training.

What we are looking for

Keen, enthusiastic, and motivated graduates who have a passion to learn and develop in a role which will help them to gain employment appropriate to the level of their degree when the programme is complete. The Person Specification gives details of essential criteria, whilst we need you to evidence you meet these it is not so much about hard skills it's more about the passion to deliver for the city and your personal motivation to learn, develop and move to the next steps in your career.

Glasgow
CITY COUNCIL



We value and recognise everyone's worth, and you can see more about how we support equality, diversity, and inclusion in our workforce on the Careers page of our website. As part of this we want to reflect the diversity of the city we serve therefore we particularly encourage applications from black and minority ethnic and disabled candidates who are currently under-represented in our workforce.

How to apply
Make sure you meet the application criteria, which is that you must:

- Have a degree qualification which has been awarded, not pending.
- Live in the Glasgow City Council Boundary, this means that the Council Tax for your home address would be paid to Glasgow City Council. If you are unsure, you can use the postcode checker at Postcode Checker. Simply enter your postcode and ensure it advises that your postcode is in Glasgow City Council.
- Be unemployed, under-employed – meaning that you are working in a role which is not at the level of your formal qualifications or facing a redundancy situation.

When you have confirmed that you are eligible to apply, you should make your application online through Myjobscotland for the post or posts you are interested in.

Recruitment Process
Your online application will be assessed against the Person Specification. If successful at that stage you will be invited to attend an interview which will be conducted using a competency based approach. You can see more about our recruitment approach including a Guide to Applying to Work with Us and an overview of our competency approach on our careers page. Work For Us

Questions or further information
If you require any further information relating to the programme, please email corporategraduateprogramme@glasgow.gov.uk .