

# Data Fellowship Project 2023

Department for Work and Pensions - Building the attraction  
strategy for the future

## Organisation and Team

Department for Work and Pensions -  
Enterprise Security Risk Management

## Selection Method

Covering letter and CV. Successful  
candidates will be invited to interview

## Application Criteria

### Essential:

- Research and Analysis Skills
- Strong Communication and Knowledge Sharing
- Teamwork

### Desirable:

- Interest in social media

## Project Outline

ESRM has set up a new Strategy and People Engagement Team and one of the early objectives is to review and reinvigorate our attraction strategy to increase our profile as an employer of choice for Security Risk professionals

We are looking for someone who can help us to develop our future attraction strategy by supporting us in answering the question ***‘How do we build and strengthen our employer brand?’***

Specifically, we are looking for someone who will:

- **Bring fresh perspective to evaluate our use of social media** e.g. – *content engagement on LinkedIn; use of ‘day in the life’ videos as part of recruitment campaigns; engagement sessions via Eventbrite; understanding of the wider remuneration package available through Civil Service roles*
- **Utilise analytical and critical thinking skills to produce meaningful insights** from a broad range of qualitative and quantitative data covering recruitment activity

This research project is an exciting opportunity to work within a new team to undertake a piece of work that will be impactful in shaping ESRMs Recruitment Strategy going forwards.



# Data Fellowship Project 2023

## Practical Considerations

The work will be carried out at Two St. Peter's Square, Manchester, M2 3AA, hybrid working with time spent between work and home may be available.

Potential for paid travel to other areas of the UK

## Support and Training

- Further exposure to Data Science teams within DWP
- Key aims and objectives will be set out with the post holder prior to project beginning
- Opportunity to attend meetings with a broad range of stakeholders
- Postholder will be supervised by and work closely with our People and Engagement Lead
- Opportunities to be mentored by a range of colleagues from a variety of professions e.g. Security, HR within and beyond the timescale of the internship

## Supporting Information

As the UK's biggest public service DWP transacts around £220 billion in payments each year, operating out of more than 900 locations, serving circa 25 million claimants and customers with over 90,000 employees and over 500 suppliers.

Enterprise Security and Risk Management (ESRM), sits at the forefront of enabling DWP's security posture. To empower DWP to continue to deliver best in industry security risk assurance, we have committed to an ambitious growth strategy over the forthcoming business year.