



CROSS-FUNCTIONAL MOBILITY.  
PERSONALIZED DEVELOPMENT

## PROGRAM OBJECTIVES

- Develop well-rounded cross-functional policy practitioners, meaning program participants will gain experience in different policy functions (see list on reverse) to acquire a deep understanding of the policy lifecycle, resulting in more effective policy development, implementation and evaluation.
- Foster a culture of collaboration in host teams, across departments and functional areas.
- Prototype of program: test in-practice mechanics, tools and the beta version of the Policy Community Competency Framework.

## POTENTIAL PARTICIPANTS

### WHY PARTICIPATE?

- Access the opportunities you need to round-out your professional experience by working in various policy functional areas (see list on reverse).
- Strengthen your skills and mindsets.
- Grow into a well-rounded cross-functional policy practitioner after 18 months.
- Receive personalized support while achieving your career development objectives.
- Grow your network.

### PARTICIPANT REQUIREMENTS

- Has in-depth experience in at least one policy function (see list on reverse).
- Meets the minimum competency profile – medium proficiency in Adaptable, Collaboration and Analytical; high proficiency in at least one other competency; and, basic proficiency in the remaining competencies (see list on reverse).
- Has a developmental mindset and commitment to learning.
- Is ready and has an idea of what they want to learn.
- Is eager to participate in and contribute to the prototype phase of the program.
- All indeterminate public servants who meet the program criteria (the self-assessment questionnaire will help you determine if you meet the criteria) are invited to apply.

## POTENTIAL HOSTS

### WHY HOST?

- Be a leader in a cutting-edge program that helps grow the talent and policy capacity of the Public Service.
- Benefit and leverage having a different perspective on your team. Participants are multi-functional and bring different tools and experience.
- Take charge in promoting cross-functional collaboration within your team and department.
- Practice and enhance your coaching abilities.
- Hire high potential policy practitioners with minimal HR burden.

### HOST REQUIREMENTS

- Host team is largely focused on a single policy function (see list on reverse).
- Interested in benefiting from a program participant who will have undergone a highly rigorous assessment process and can contribute from day one, while learning the new policy function.
- Take an active role in participant's learning (e.g., coaching, assigning them challenging tasks, integrating them into the team).
- Is eager to participate in and contribute to the prototype phase of the program.
- Is part of one of the 26 Policy Community funding departments (see list on reverse).

## PARTICIPANT MECHANICS

- Will be deployed into indeterminate positions at the program home department (Canada School of Public Service, Innovation and Policy Services Branch).
- Commit to being in the program for an 18-month period. (Note: the program does not include a promotion mechanism.)
- Upon completing the program, participants will deploy into an opportunity of their choosing.

## HOST MECHANICS

- Assignments are for 6 or 12 months.
- Participant is on assignment with the host organization via an Interdepartmental Letter of Agreement.
- Participants' salaries are cost-recovered from the host organization for the assignment (administration and training costs for the Program are covered by the Policy Community Partnership Office).
- To submit an opportunity, hosts speak with the Talent Manager and complete an assignment form to outline the parameters and expectations of the opportunity.

## CONTACT US

Program Talent Manager

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Policy Community - [policommpoli@canada.ca](mailto:policommpoli@canada.ca)

Policomm Website - <https://bit.ly/2ETqSiK>

## TIMELINES

- Applications for prototype phase (first cohort) targeted for late 2018.
- Work with the Policy Community funding departments to identify assignment opportunities in Fall 2018/Winter 2019.
- First assignments planned to begin winter/spring 2019.
- **Note:** The first cohort for the prototype will be open to indeterminate employees located in the NCR in any classification. It will test the Program's assumptions and rapid learning of new policy functions. The insights from this phase of the Program will inform the experience of future cohorts, including participation by employees in the regions.

## ASSESSMENT

- All candidates must complete an online self-assessment questionnaire before submitting an application for the program.
- Candidates who demonstrate in their application that they meet the program criteria will be invited to participate in group and individual assessments.
- Interested hosts will be members of the assessment board.

## POLICY FUNCTIONS

- Policy Research
- Policy/Program Development
- Strategic Policy/Policy Coordination
- Policy Consultation and Engagement
- Program/Operations Management
- Project Management
- Corporate Policy
- Communication
- Results and Evaluation

## COMPETENCIES

- Analytical
- Collaborative
- Creative
- Adaptable
- Storytelling/Communicator
- Results-Oriented
- Data Literate
- User-Centric

## FUNDING DEPARTMENTS AND AGENCIES (AS OF AUGUST 30, 2018)

• Agriculture and Agri-food Canada • Canada Council for the Arts • Canada Economic Development for Quebec Regions • Canada Revenue Agency • Canadian Food Inspection Agency • Canadian Heritage • Crown-Indigenous Relations and Northern Affairs/Indigenous Services Canada • Department of Justice • Employment and Social Development Canada (host department) • Environment and Climate Change Canada • Federal Economic Development Agency for Southern Ontario • Fisheries and Oceans/Canadian Coast Guard • Global Affairs Canada • Health Canada • Immigration, Refugee and Citizenship Canada • Infrastructure Canada • Innovation, Science and Economic Development • Natural Resources Canada • Privy Council Office • Shared Services Canada • Statistics Canada • Status of Women • Transport Canada • Treasury Board Secretariat • Western Economic Development

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