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COURSE BROCHURE

# Talent Management for Government and Public Sector Bodies Training Course

26 – 30 April 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

# Talent Management for Government and Public Sector Bodies Training Course

**Ref:** 2695_102876 **Date:** 26 – 30 April 2027 **Location:** Dar es Salaam **Fees:** 5300 GBP

Talent Management for Government and Public Sector Bodies is a 1-week training course for people leads, workforce planners and departmental managers, built around one work product: a grade-based talent and succession map for their own department. Public bodies now compete with private employers for scarce specialists while working within pay scales, merit rules and public scrutiny. Jupiter Prime Training delivers this course for those shaping careers in public service.

## Why Government and Public Sector Talent Management Matters Now

Three forces shape talent decisions in ministries, agencies and municipal bodies today. Digital services demand data, engineering and cyber specialists whom private employers often pay more. Ageing workforces in many departments mean a wave of retirements among experienced grade holders. Citizens and oversight bodies expect selection and promotion to be fair, transparent and defensible. Handled well, they keep institutional memory and public trust; handled badly, specialists leave and appeals follow. The course rests on merit-based selection, competency profiling and structured talent review.

## Who Gains Most from Government and Public Sector Talent Management

- People leads who run recruitment, promotion boards and grade progression across a department
- Workforce planners who forecast establishment needs, vacancies and retirement exposure
- Line directors who nominate successors and develop specialists within fixed pay scales
- Learning and capability leads who design development routes for civil servants
- Organisation design officers who shape job families, grade ladders and role profiles

The greatest gain comes when a department sends its people lead, a workforce planner and two line directors together, so the succession map is agreed across functions.

## Government and Public Sector Talent Management Capabilities

Participants leave able to move talent within grade structures and merit rules without losing specialists or fairness.

- Assess retirement and vacancy exposure across grades and job families — establishment planning decisions
- Design career paths that combine generalist and specialist ladders — the departmental leadership
- Apply merit principles to selection and promotion boards — appeal-ready, transparent decisions
- Build a leadership pipeline from middle grades to senior posts — succession nominations

- Specify non-pay retention measures for scarce specialists — the finance and people committee
- Communicate talent review outcomes to staff and oversight bodies — public trust and morale

## Key Government and Public Sector Talent Management Terms

- Grade structure — the ordered set of pay and responsibility levels that defines where each public post sits and how staff progress.
- Merit principle — the rule that appointment and promotion follow fair, open assessment of ability rather than connection or seniority alone.
- Establishment — the approved number and grading of posts a public body may fill within its budget.
- Talent review — a structured discussion where managers jointly rate performance and potential to agree development and succession actions.
- Critical post — a role whose vacancy would seriously disrupt public services or statutory duties and so needs ready successors.
- Specialist ladder — a career route letting technical experts advance in grade without moving into people management.

## Government and Public Sector Talent Management Day by Day

## Day 1: Public Service Workforce Context

- Establishment Profile Analysis — Where Grade Gaps And Surpluses Sit
- Retirement Exposure Mapping — Which Grades Face Knowledge Loss First
- Public Versus Private Pay Comparison — Scale Of Specialist Attraction Risk
- Merit And Fairness Expectations — How Oversight Shapes Talent Choices
- Critical Post Identification — Which Roles Need Named Successors

## Day 2: Career Paths Within Grade Structures

- Job Family Design — Grouping Posts For Clear Progression Routes
- Generalist And Specialist Ladders — Advancing Experts Without Managing People
- Competency Profiles By Grade — What Promotion Readiness Looks Like
- Lateral Moves And Secondments — Broadening Experience Across Departments
- Acting And Temporary Promotion Rules — Avoiding Long Interim Arrangements

## Day 3: Merit-Based Selection and Promotion

- Promotion Board Design — Panel Mix, Criteria And Scoring Discipline
- Structured Assessment Exercises — Evidence Beyond Interviews And Seniority
- Calibration Of Ratings — Consistency Across Directorates And Grades
- Appeal And Feedback Handling — Defensible Records For Every Decision
- Diversity In Candidate Pools — Widening Who Reaches Senior Grades

## Day 4: Leadership Pipelines and Specialist Retention

- Performance And Potential Grid — Sorting Talent For Development Action
- Senior Leadership Readiness Pools — Preparing Middle Grades For Top Posts
- Non-Pay Retention Levers — Flexibility, Purpose, Recognition And Growth
- Specialist Allowances And Pay Flexibility Cases — Making A Sound Request
- Exit Pattern Review — Why Experts Leave And Where They Go

## Day 5: Practising the Grade-Based Talent and Succession Map

- Departmental Talent Review Simulation — Applying Grid And Calibration Together
- Successor Nomination For Critical Posts — Readiness Levels And Gaps
- Career Path Proposal For One Job Family — Testing Progression Logic
- Retention Case For A Scarce Specialist Group — Committee Ready Argument
- Completing The Grade-Based Talent And Succession Map — Owners And Milestones

## Applying Government and Public Sector Talent Management After the Course

- Run a talent review for one directorate using the performance and potential grid and calibration steps, then record successors for each critical post.
- Draft a specialist ladder for one technical job family and present it to the people committee alongside the retirement exposure map.

## Government and Public Sector Talent Management Questions FAQ

### What is talent management for government and public sector bodies, and why does it matter now?

It is the practice of attracting, developing, promoting and keeping capable staff within grade structures and merit rules. It matters now because retirements, digital skills shortages and public scrutiny all press on how departments fill critical posts.

### Which roles gain most from government and public sector talent management?

People leads, workforce planners, line directors, capability leads and organisation design officers gain most.

### How does government and public sector talent management differ from a general talent course?

It works within fixed pay scales, establishment limits and merit rules rather than market pay. It shows how to retain specialists when pay levers are constrained.

## What do you bring back from government and public sector talent management training?

You bring back a grade-based talent and succession map for your department, listing critical posts, named successors and readiness gaps.

## Government and Public Sector Talent Management: The Way Forward

The grade-based talent and succession map first informs which critical posts need successor development this year. People leads, line directors and the people committee use it to agree nominations, career moves and retention requests. After its first use, revisit the specialist ladder and rating calibration.