

Charity Next



WIG

The Whitehall & Industry Group
connecting the sectors

Introduction

The Whitehall & Industry Group (WIG) is an independent, non-lobbying charity and membership organization founded in 1984. We believe society works better when people in business, government and the not-for-profit sectors learn from each other and collaborate.

In 2010, WIG took over the running of the Charity Next secondment programme, previously established by the Prince's Foundation in 2008. Charity Next gives future leaders of the public sector (Civil Service Fast Streamers) the opportunity to spend six months in a charity, social enterprise, or wider not-for-profit organisation.

Over the course of their placements, the secondees will deliver challenging, objective-driven projects which provide emphatic, long-lasting impact for their hosts.



With around 80 placements per year, Charity Next provides:

Secondees with invaluable experience at a smaller, dynamic organisation

Charities with the skills and experience of some of the brightest minds in the UK

The Civil Service with the newfound expertise that their secondees bring back

Why participate?

For Hosts

- Benefit from the ever-expanding skillset of a Civil Service Fast Stream secondee
- Introduce an external perspective into your organisation, bringing fresh ideas and constructive evaluation of existing processes
- Deliver a piece of work that may have not otherwise been possible without the support and capability of a secondee
 - 95% of participating organisations applied to Charity Next to enable the delivery of a key strategic project
- Establish long term connections with secondees, building your network and expanding your organisational reach
 - Raise awareness of your organisational mission, goals, and impact

For Secondees

- Make a real difference through your work and improve the lives and opportunities of some of the most vulnerable groups in society

- Be challenged to demonstrate real leadership and consider the societal impact of your decisions

- Develop key skills and learn to deploy these in a new setting
 - Secondees develop their capacity to manage people and teams whilst improving their initiative and resourcefulness

- Transfer knowledge back into government to inform and enhance future decisions and policymaking
 - Understanding how different sized organisations operate and implement processes will enable you to bring learning back into government to share with your colleagues

- Build your resilience, understanding and effectiveness in different working environments

The process and costs

Once we have a confirmation from the Fast Stream regarding which schemes we will be working with in that six month period, we open applications for 5 weeks in both spring and autumn. There are a around 80 placements per year.

Schemes we have worked with include:

- Generalist
- Project Delivery
- Finance
- Digital, Data & Technology
- Science & Engineering
- Statistics
- Commercial



We ask those who would like to apply to send us a proposal for a role. If appropriate, we determine which placement they would be most suited for and provide the relevant application form to the host organisation.

We then work with organisations to ensure the applications are as strong as they can be by reviewing the application and sending back some feedback to improve it for submission. When the applications are finished, we submit them to the Fast Stream for matching. Once potential matches have been found, we arrange a meeting between WIG, the secondee and the host organisation to discuss the role and agree the details of the secondment agreement between both parties, which highlights best practice and any required workplace adjustments.

WIG charge a brokerage fee for facilitating the secondment. This is payable at the point of the confirmed match.

WIG fee: £2,500 + VAT

The Civil Service continues to pay the secondee's base salary and benefit package for the duration of the 6 month secondment. The secondee remains a Fast Stream employee and there is no change to their employment status.

Previous hosts

Action West London, Age UK, Anthony Nolan, Breaking Barriers, Education Policy Institute, Humanity & Inclusion, LGBT Foundation, Mayhew, Mind, National Literacy Trust, Prime Advocates, Samaritans, Personal Support Unit, Unlocked, WWF and many more.

Testimonials

“What was particularly fantastic for me about going on the secondment was that it was a very outward-facing role; I was responsible for overseeing all of Barnardo’s services. That meant I was out and about a lot, going to visit services across the country, so it was a lot more hands-on than being in the department where you’re quite removed from the frontline of policy delivery.”

Sophie Broadfield, Charity Next Alumna

"The impact of having a Civil Service secondee as part of our charity has been extremely valuable. It has given us the ability to really question what, and how, we do things. Furthermore, this project could not have been established without the support of a secondee."

Martin Howlett, Youth Fed, Charity Next host

Get in touch

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