

OneCov SQUAD Application Pack

Introduction

We are pleased to announce that applications are open for this fantastic opportunity for those looking for professional and personal development and the chance to work with a variety of partners and colleagues across a range of services.

We need people who want to get involved in delivering organisational and transformational change at the Council to be part of a new OneCov SQUAD.

The role will include working with different parts of the council and partners to re-design services to enable improved outcomes for our residents, particularly those who are most in need.

This is not a paid opportunity, you will still be employed and paid within your current post, and you will need to discuss your interest with your line manager first.

If you are successful, you will join the 'OneCov SQUAD' which is pool of people who can be called upon to provide essential support in delivering the Council's transformation ambitions. The opportunities will be varied and ongoing, so the amount of time and how quickly you would need to be released will depend on the roles and responsibilities you have been matched to.

Applications are welcome from anyone with a 'can-do' attitude and a desire to support change. To support the matching of people to roles and responsibilities you may be invited to a short interview.

There have been a number of Q&A sessions that taken place, here is a recording if you missed out, so you can learn more about this opportunity before applying [OneCov SQUAD Q&A briefing session-20240226 140323-Meeting Recording.mp4](#)

If you would like to have an informal discussion about this opportunity, including any reasonable adjustments you may require then please contact: OneCoventry@coventry.gov.uk.

If you would like to be involved but can't be released from your current role, you can still play a part and help to champion the transformation work that is happening. Please email OneCoventry@coventry.gov.uk to let us know if you're interested in this, including your job title and grade.

Coventry City Council is an inclusive employer, and we encourage people from all backgrounds to apply. We view diversity as a strength to be harnessed and aim to create an inclusive workplace culture that respects, celebrates and values difference.

Eligibility

To be eligible, you must have discussed and agreed applying for this opportunity with your line manager. You will still be employed within your current post, but if you are successful your manager will agree an amount of time for you to be released from your role to deliver this work.

What is the commitment?

The commitment will vary depending on how long you can be released from your role and what project you are aligned to. We anticipate that the commitment could last anywhere between a few hours to several months. As an example, it could be 2 days a week for a period of 1 month.

Application Process

As part of the application process you **must** express your interest by submitting your personal details online [using this link](#).

Once you have filled in your details you will be given two options to complete the application questions:

- Completing the application questions online. The questions will come up after you have added your personal details. OR
- Submitting a video or audio of your application responses. Guidance can be found using the link above.

Regardless of the method you choose, the questions will remain the same, to ensure consistency across the application process. You will be assessed in the same manner for all methods as well, so please pick an option based on your personal preference.

You may not be placed in a role straight away, but you will join a pool that is ready to go when an opportunity comes up that is matched to your skills and current job grade.

FAQs

How do I know if I am well suited to this opportunity?

There are some core skills that we are looking for in the first instance. However, with the variety of work happening across the council, there are a wide range of skills that might be required. If this opportunity sounds interesting to you and you have a positive 'can-do' attitude, then it is worth applying as there may be a need for skills that match yours.

How quickly will I be matched to a OneCov SQUAD role?

We can't say for sure. Matching will depend on what opportunities become available and how well they match to your current job grade and skills. You may be invited to a short interview if there are several suitable candidates for a role. Work across the council is developing at a fast pace so we do expect opportunities to arise all the time but we can't guarantee anything.

What if my manager will not release me from my role?

This opportunity has endorsement from the Chief Executive and Senior Management, therefore all Managers are being encouraged to allow employees to apply where possible. There may be situations where this is not possible, if your manager is not able to release you, they should explain the reasons for this. If you feel you are being treated unfairly then you can escalate to your Head of Service or Human Resources.

Please refer to our [FAQ page](#) for more questions and answers.