



Role Profile

Vacancy Summary			
Job Title	Assistant Economist	Job Reference	347666
Group	Economics	Team	Labour Markets, Human Capital, Supply and Regions (LHSR)
Approach	External	Range	HEO
Contract Type	Permanent	Working Pattern	Full Time, Part Time, Job Share (Flexible working hours can be accommodated)
Salary	London: £34,710 - £42,100 National: £31,710 - £39,100	Location	London (1 Horse Guards Road) and/or Darlington (Feethams House)
Security Vetting Level	<u>Counter Terrorist Check</u>	Closing Date	Sunday 28 th April 2024

Recruitment Timeline		
Closing Date	Shortlisting	Interviews
Sunday 28 th April 2024	w/c 29 th April 2024	w/c 6 th May 2024

About HM Treasury
<p>If you're interested in making a difference to people's lives, the Treasury can offer you an exciting opportunity to influence decision making that affects the whole of the UK. Working at the heart of government, we collaborate across government to promote responsible public spending and drive strong and sustainable economic growth.</p> <p>Our work ranges from protecting customers through the regulation of the financial sector, helping to reduce carbon emissions and creating a greener economy, to promoting British trade around the world and supporting people across the country on jobs, growth and more.</p> <p>HM Treasury is proud of a diverse and inclusive work environment, committed to fairness and the promotion of equality of opportunity for all. We know that having a range of experiences, ways of working and thinking makes us stronger and better at developing policy that reflects the needs of</p>

every community. We embrace different views and experiences and value the new perspective that people from a variety of circumstances bring to the work we do. We welcome applications from candidates who have not previously worked for the Civil Service, mid- and late-career changers with transferrable skills, people from all backgrounds and circumstances regardless of disability, gender, age ethnicity, LGBT+ identity and socio-economic status.

We are part of the [Darlington Economic Campus](#), a pioneering new cross-government policy making hub which brings people together to play an active role in the most important issues of the day whilst working closer to the communities we serve. The campus provides the opportunity for people from all over the UK to help shape the future of the country, and our flexible working practices ensure you can collaborate effectively with our partners. It's central government, made more accessible to you!

About the Group

Economics Group

The Economics Group leads HM Treasury's analysis of developments in the UK economy and advises ministers on the implications for the Government's economic strategy. It provides expert economic analysis and advice for Ministers. The Group's data hub is transforming how the Treasury uses data across its entire business. The Group collaborates with external experts on the UK economy, including the Bank of England, Office for Budget Responsibility and leading academics. Economics Group provides support for the UK Government's economic and social research professions, including running centralised recruitment and the annual conferences.

About the Team

The **Labour Markets, Human Capital, Supply and Regions (LHSR)** team is at the centre of the Treasury's function as an economics Ministry, providing economic analysis, briefing and policy advice on key trends in the UK economy. We lead analysis of the latest developments in supply, labour markets, population, regions, and human capital, and deliver high-quality analysis to inform policy advice. The team works flexibly across branches and priorities. We are a friendly, inclusive, and supportive team, and work closely and collaboratively with colleagues across the department and across government.

The team leads on:

- Providing our latest assessment of supply potential, labour market, population, regions, and human capital, drawing on the range of new indicators and established sources to provide regular assessments of the conjuncture and the outlook for supply.
- Delivering high-quality analysis to shape the direction of the Government's strategy on levelling-up, human capital and labour market interventions, working collaboratively with policy teams and the external community.
- Leading the Group's analysis of structural change, overseeing the assessment of the impact of long-term structural forces on the composition and size of the economy
- Delivering the latest analysis of migration and population, including the impact of the pandemic on migration and macroeconomic assessment of underlying drivers

- Working closely with the ONS and other institutions to identify and drive forward improvements in statistics on regions, labour market, population and human capital.

This post sits in the Regional Analysis branch. The branch is currently comprised of one Range E2, one Range E, one HEO (this post) and an apprentice economist.

We are a friendly team and flexible working practices are encouraged. Please do feel free to discuss this with the recruiting line manager. We encourage applications from candidates who may have less experience in some of the required criteria – but are curious and willing to develop their understanding. Gaps can be developed on-the-job, and training can be made available.

About the Job

This role offers the opportunity to bring insightful economic analysis to bear on some of the most important policy decisions at a crucial time for UK economy policy. The postholder will work on and deliver high quality analytical work, working closely with other economists and policy colleagues. As well as strong economics and data analysis skills, the post also requires someone with excellent collaboration and team working skills. The post also provides the opportunity to shape the direction of economic analysis and build excellent relationships both within and outside of the department and government. Additionally, this role offers the opportunity to publish work externally as part of an ongoing research project with the Office for National Statistics.

Key accountabilities for this role include:

1. Providing analysis to inform the Treasury's regional economic assessment and monitoring. This will involve drawing on traditional and novel data sources and ensuring that ministers and senior officials are kept up to date on developments in this area.
2. Working closely with policy colleagues to provide advice as policy interventions are developed, based on high quality analysis.
3. Producing high-quality regional economic analysis using econometric and statistical methods. The post holders will be responsible for delivering and overseeing projects, applying robust statistical techniques to ensure accuracy and relevance, and ensuring key issues are communicated in a timely way to senior officials and Ministers.
4. Utilising R and SQL to analyse and visualise large datasets. The post holder will be responsible for maintaining and building scripts that are used to extract, transform, and analyse data. This includes the ongoing development and maintenance of an R shiny dashboard.
5. Proactively building positive relationships across a wide array of interested groups to identify and disseminate insightful analysis which supports the department's strategic objectives. This will include engaging with external partners, including the Office for National Statistics, other government departments, think tanks and academics.
6. Contributing to and helping deliver the corporate and strategic objectives of the team and Group.

Experience

Knowledge of R and SQL is desirable but not necessary. A willingness to learn these languages at pace is essential.

Candidate Drop-In Session

We will be running a candidate drop-in session for this role to give you greater insight about the role as well as the chance to learn more about HM Treasury and the recruitment process. If you would like to join us, then use the link below to join the call at the right time.

Monday 22nd April 2024 @ 12:00 [Join the meeting now](#)

If you would like to speak to the hiring manager informally prior to the closing date for applications to find out more about the job, please contact Angus Stephen (Angus.Stephen@hmtreasury.gov.uk)

About Your Application

We are looking for the below skills, experience and behaviours and we will ask you to demonstrate these in your application form. Please review the Candidate FAQ document that is attached to the advert for guidance on how to complete your application form.

1. **Technical Skill:** A strong track record of delivering insightful and influential economic analysis, utilizing extensive data to inform and drive decision-making processes.
2. **Making Effective Decisions:** Ability to make effective decision in a timely manner when analysis uncertain or limited evidence.
3. **Delivering at Pace:** Ability to deliver high quality work in a fast-moving environment.
4. **Communicating and Influencing:** Strong communication skills, including an ability to distil key messages and uncertainties from analytical work.

The **lead criterion** is: **Technical Skill:** A strong track record of delivering insightful and influential economic analysis, utilizing extensive data to inform and drive decision-making processes.

If we receive large volumes of applications, we will conduct an initial sift on the lead criterion only.

Required Qualifications:

- Degree in economics ideally with experience of applying economic analysis.

Your Interview

At interview stage, you will be assessed on the below criteria:

- Technical Skills
- Behaviours:
 - Making Effective Decisions
 - Delivering at Pace

- Communicating and Influencing

Interview Task/Presentation

Prior to your interview, we will contact you about a task/presentation that the interview panel would like you to complete as part of the assessment. The exact details will be communicated to you nearer the time.

Flexible Working Arrangements

HM Treasury views flexible working as essential in enabling us to recruit and retain talented people, ensuring that they can enjoy a long-lasting career with us. All employees have the right to apply for flexible working and there are a range of options available including; part-time, compressed hours and job sharing. Additionally, we operate flexitime systems, allowing employees the flexibility to adjust their working patterns throughout the week which is subject to operational needs and line management approval.

At HM Treasury we have an incredibly broad remit; our work touches every citizen of the country. So, it's important our employees come from the widest possible range of backgrounds, bringing us the widest possible range of perspectives and ways of thinking. We are committed to ensuring that all staff can realize their potential and achieve a healthy work-life balance.

HM Treasury operates an office based working approach across all Treasury sites - Darlington, London, and Norwich, and along with the rest of the Civil Service, has an expectation of a minimum of 60% attendance in the office, along with working remotely. This blended working approach allows you to work collaboratively, meet stakeholders face to face, support others and promotes a healthy work life balance (please be aware that this role can only be worked in the UK and not overseas). Some roles will not be suitable for Hybrid Working. Similarly, Hybrid Working will not suit everyone's circumstances. Arrangements will be discussed and agreed with the successful candidate(s) and subject to regular review. All our offices have been recently modernised and designed to collaborate and connect with colleagues as well as desk and quiet space to allow a range of ways to work.

Benefits

- 25 days annual leave (rising to 30 days after 5 years), plus 8 public holidays and the King's birthday (unless you have a legacy arrangement as an existing Civil Servant). Additionally, we operate flexitime systems, allowing you to take up to an additional 2 days off each month.
- Flexible working patterns (part-time, job-share, compressed hours).
- Generous parental leave and adoption leave packages.
- A Civil Service Pension which provides an attractive pension, benefits for dependants and average employer contributions of 27%
- Access to a cycle-to-work salary sacrifice scheme and season ticket advances.
- A Rental Deposit Advance Scheme to help meet the total costs of deposits for privately rented homes.

- Access to HM Treasury's benefits portal allowing you access to a range of discount codes for online shopping.
- A range of active staff networks, based around interests (e.g. analysts, music society, sports and social club) and diversity (e.g. women in the Treasury, ethnic minority network, LGBT* network, faith and belief network).
- Access to a range of allowances if eligibility applies. These include profession related allowances.

Equal Opportunities and Reasonable Adjustments

HM Treasury is a Disability Confident Leader. This means we've been recognised as an employer which is confident and leading the way in recruiting and retaining staff with disabilities. We will offer an interview to any applicants with a disability who have indicated they wish to take part in the disability confident scheme, provided they meet the essential criteria for the post set out in the person specification.

HM Treasury is committed to being an Equal Opportunities Employer. We wish to ensure that all applicants are treated fairly and appointed solely on their suitability for the role. We welcome the opportunity to speak with you to discuss what adjustments can be made to help you demonstrate your full potential whatever the type of assessment used.

If you need any reasonable adjustments to take part in the selection process, please tell us about this in your online application form. If you would like to speak to the recruitment team regarding this, you can contact them on hrrecruitment@hmtreasury.gov.uk.

Complaints Procedure

Our recruitment process is underpinned by the principle of recruitment based on fair and open competition with decisions made on the basis of merit, as outlined in the Civil Service Commissioners' Recruitment Principles. If you feel your application has not been treated in accordance with these principles and you wish to make a complaint, you should in the first instance contact HMT by email: hrrecruitment@hmtreasury.gov.uk

If you are not satisfied with the response you receive, you can contact the Civil Service Commission, which regulates all Civil Service recruitment.