



Role Profile

Vacancy Summary			
Job Title	Senior Policy Adviser – Financial Services Strategy	Job Reference	388471
Group	Financial Services	Team	Financial Services Strategy
Approach	External	Range	E (Grade 7)
Contract Type	Permanent	Working Pattern	Full Time, Part Time, Job Share (Flexible working hours can be accommodated)
Salary	<b>London:</b> £58,760 - £65,000 <b>National:</b> £55,760 - £62,000	Location	London (1 Horse Guards Road) or Darlington (Feethams House)
Security Vetting Level	Counter Terrorist Check	Closing Date	Monday 10 <sup>th</sup> February 2025

Recruitment Timeline		
Closing Date	Shortlisting	Interviews
10 <sup>th</sup> February 2025	From 11 <sup>th</sup> February 2025	w/c 24 <sup>th</sup> February 2025

## About HM Treasury

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.

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.

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

### Financial Services Group

The Financial Services Group advises the government on how to promote a stable and efficient financial services sector, to deliver excellent outcomes for consumers and business, enhance the UK's position as a global hub for financial services and support economic growth across the country.

The financial services sector is important to the UK economy – providing significant numbers of jobs and making a large contribution to the UK's economic output. It also provides essential services to individuals – for example, helping them to purchase goods with ease, buy their first home, and plan for their retirement. During the COVID pandemic, it played a critical role in supporting individuals and businesses – for example, in providing payment holidays for individuals and businesses affected by the pandemic and working with the government to deliver Bounce Back Loans.

We ensure that financial services businesses such as banks, investment firms, financial advisors and insurers are well-regulated. Ensuring firms treat customers fairly, customers have access to a range of financial services as a result of competition in the market, and there are appropriate remedies in place when things go wrong.

We work on a significant international agenda which includes promoting openness and trading links between the UK and countries all around the world, including through Free Trade Agreements and other international dialogues and negotiations. To do this we work closely with colleagues in offices overseas from the Foreign Commonwealth & Development Office and the Department for International Trade.

Working with stakeholders is key in Financial Services – for example, we work closely with the independent regulators to help them fulfil their roles, consult consumer groups on issues affecting them, and work with the sector on wider issues like the net-zero agenda.

## About the Team

The **Financial Services Strategy (FSS) Team** is a diverse and inclusive team made up of policy and strategy advisers.

We provide a central hub to develop and drive overarching strategy and co-ordination on a range of sector wide initiatives. This includes leading the group's input into key events in the financial services and economic calendar such as Mansion House and Budget. We are also responsible for the group's governance structures and programme management processes to monitor the delivery of financial services priorities.

We have responsibility for the Treasury's regulatory strategy for financial services. This includes the relationship and key accountability mechanisms between the Treasury and the financial services regulators and cross-cutting compensation issues in the financial services sector.

The team is responsible for the government's programme to repeal, reform and replace Retained EU Law, one of the largest and most ambitious of its kind in Whitehall, with over 500 individual pieces of law to be repealed.

The team works very closely with Treasury Ministers and senior management. Our work is fast-paced and wide-ranging, supporting the implementation of the government's objectives across the financial services sector.

## About the Job

This is a high-profile, wide-ranging, and stretching range E (grade 7) role in the Financial Services Strategy and Analysis Unit. It would be ideally suited to an experienced manager with strong strategic policy and leadership skills who enjoys combining their strong judgement and relationship building skills to deliver concrete impact on complex, high profile policy issues.

The post holder will be responsible for a portfolio of varied cross-cutting policy issues that sit at the heart of the Financial Services Group's work on the government's defining Growth Mission. This will include playing a pivotal role in the development and implementation of the Financial Services Sector Strategy, leading on one of five policy pillars in the Strategy – on regional growth – as well as on AI issues which sit across the 10-year vision. The post holder is also the lead for FS Group on cross-cutting tax issues, a key area of importance to the UK sector's international competitiveness.

As one of the two range E's in the Unit, the post holder will also be responsible for delivery of major CX FS events including her high-profile annual Mansion House speech, on a rotating basis.

The role will involve using your initiative to drive forward progress across this wide-ranging portfolio, using your leadership skills to effectively consider HMT's role relative to the roles of others to maximise your impact. You will play an important role shaping how the Group thinks about these issues, and in building and maintaining trust of Ministers and senior officials in advising them, as well as building the productive relationships across the Group, with other departments, the regulators and external stakeholders.

You will line manage one HEO policy adviser, with potential for future task and matrix management of others across the team or projects staff subject to priorities. This includes tailoring work to your development priorities and the development priorities of those in your branch. You will play a key role setting the corporate and strategic direction for the unit's work, alongside the E2 (grade 6) in the unit and your range E (grade 7) colleague, in order to ensure the unit is managed to the highest standard, everyone's wellbeing is effectively supported, and our culture is inclusive and effective.

There will be considerable opportunity for the postholder to shape both future areas of policy focus within the role, and how we deliver on our cross-cutting policy objectives working with industry, across FS Group and with other departments and external stakeholders.

We encourage applications from a wide range of candidates who would like to stretch their leadership skills in a friendly, collaborative, and inclusive team!

Key accountabilities will include:

1. Being an **excellent line manager** to the HEO in your branch, and matrix manager to others in the team who work with you on projects. Playing a key role setting overall direction for the unit – both from a corporate and policy perspective – making an important contribution to the intellectually engaged, supportive culture in the unit, and building productive relationships across the Group to further our objectives.
2. Leading on **AI and financial services**, a growing area of interest for Ministers and industry. This includes leading on the AI components of the FS Growth and Competitiveness Strategy which presents a major opportunity for the postholder to define and clarify where HMT FS Group focuses effort on this area over the course of the Parliament. Your work on AI will also involve working closely with DSIT and the financial services regulators. As part of this work you will regularly engage industry and will work with others across FS Group to ensure they are considering the role of AI and the barriers to its adoption in a joined up way.
3. Leading **key policy for the Financial Services Growth and Competitiveness Strategy**, including the regional growth pillar. This will include advising Ministers and senior officials on the policy, their industry engagement and the links with other areas of government policy. You will be responsible for analysing recent Call for Evidence responses in this area and working with others in the Strategy team to develop and ultimately draft the contents of the published Strategy. This will involve working closely with EGU, DSIT, MHCLG and DBT colleagues.
4. Working with colleagues across HMT to represent FS Group interests effectively, including by **leading our work on cross-cutting policy issues** relevant to financial services, for example tax.
5. **Advising the Chancellor, EST and Seniors on the policy and strategic conclusions** of their work, to support it setting the Group's overall strategy and priorities. This includes playing a key role identifying links across issues and advising on how the Group should respond as new issues emerge.

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 Ciara Lenoach (Ciara.Lenoach@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.

Criteria:

1. **Making Effective Decisions:** Ability to use a wide range of perspectives, data and insight to inform judgements and decisions on complex and finely balanced decisions.
2. **Seeing the Big Picture:** Evidence of excellent judgment and strategic thinking so that workplans and outputs reflect wider strategic priorities and influence policy outcomes.
3. **Leadership:** Ability to successfully lead and motivate a team to deliver both through fast-paced periods and across longer-term priorities, while supporting well-being and a positive working environment.
4. **Communicating and Influencing:** Ability to build effective, collaborative relationships across HM Treasury and externally, and use these to deliver results.

The lead criterion is: **Making Effective Decisions**

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

## Candidate Guidance Support Session

We will be running an overview of Success Profiles and the STAR approach; top tips for the application and interview process and an opportunity to ask general questions around our recruitment practices. If you would like to join us, then use the link below to join the call at the right time.

Thursday 30<sup>th</sup> January 2025 @ 12:30 – 13:15 [Join the meeting now](#)

## Your Interview

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

- Behaviours:
  - Making Effective Decisions
  - Seeing the Big Picture
  - Leadership
  - 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.

The office working expectation is linked to location of the role, if you apply to a post in a single location then you will not be able to meet this expectation at any of our other sites or be able to move your role to another location.

## 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 28%
- 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](mailto: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](mailto: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.