



HM Treasury

Policy Adviser – Regulatory Authorities		Ref: 472402
Grade	Senior Executive Officer	
Salary	£44,600 - £47,906	
Group & Team	Financial Services Group Financial Services Strategy Team	
Location	Darlington (Feethams House) This role cannot be worked from any other HM Treasury office	
Contract Type	Permanent	
Working Pattern	Full Time, Part Time, Job Share (Flexible working hours can be accommodated)	
Security Vetting Level	<u>Security Check</u>	
Profession	Policy	

About the Job

This is an exciting time to work on financial sector policy: last year the government published its Financial Services Growth and Competitiveness Strategy which sets out how the government will grow the financial sector over the next 10 years, including by ensuring that regulation strikes the right balance to support sustainable economic growth and UK competitiveness whilst maintaining financial stability. The government has recently introduced the Financial Services and Markets Bill to deliver many of the reforms in the Strategy.

This role sits within the regulatory authorities branch, which is responsible for leading the government's relationship with the Financial Conduct Authority (FCA) and the Prudential Regulation Authority (PRA). The role holder will support the branch to ensure that the regulators are fulfilling their statutory responsibilities and are playing a key role in delivering the government's growth mission. The role holder will lead on cross-cutting matters relating to financial services regulatory reform and several measures within the Financial Services and Markets Bill.

This is an exciting role that will see the successful candidate work across a varied and politically important set of issues, to contribute to HMT's strategic approach to the regulation of financial services. You don't need previous experience in financial services – we are looking for someone who is curious, proactive, a strong communicator and excited about learning new areas of policy.

Whilst hybrid working will be the normal rhythm for the role, it will require some attendance in, or travel to, the London office for occasional in-person stakeholder engagement.

Responsibilities for this role will include:

- **Building strong relationships with a range of key partners**, being aware of their perspectives and issues, and using this to support the delivery of our objectives. Establishing networks across the Treasury, other departments, and the private sector.
- **Leading elements of the day-to-day sponsorship** relationship with the FCA and the PRA. This includes reviewing regulators publications; engaging with Parliamentary processes; supporting ministers and senior officials in their strategic engagement with the regulators – including via briefings and speeches; and supporting ministers with parliamentary questions and correspondence.
- **Developing expertise** on the role and operation of the FCA and PRA, including relevant legislation, and using this expertise to advise colleagues, Ministers and senior management.
- **Leading aspects of policy development and strategy** for the financial services regulatory framework, including to support the delivery of the government's growth mission. This will involve advising ministers and senior civil servants on key developments and risks and supporting the Treasury's response to press and media interest.
- **Playing an active role in the Financial Services Strategy team** by getting involved in wider corporate work to contribute to making make the Treasury a great place to work. We're a

flexible team and respond to the needs of ministers and senior officials, so you should be comfortable in an environment where priorities may change.

We're a flexible team and respond to the needs of ministers and senior officials, and this interesting and varied role would suit proactive candidates who can adapt effectively to changing priorities.

You don't need to be a policy professional or have any specific qualifications to apply to work as a Policy Adviser at HM Treasury. We are looking for people who have the right set of skills for the role, who demonstrate the values of our organisation, and who are motivated to come and work with us on a range of issues that are at the heart of how we spend money and deliver public services.

If you would like to speak to the hiring manager informally prior to the closing date, please contact Alex Douglas: Alex.Douglas@hmtreasury.gov.uk

Visa sponsorship is not available for this role.

Selection Process

Application Stage

Application Form

Applications should consist of a CV including your employment history, and a 250-word statement demonstrating evidence of each of the below shortlisting criteria. Your CV and employment history won't be scored. It's used to give context to your application and support discussions at interview.

The panel will review applications and invite those that best demonstrate evidence of the shortlisting criteria below for interview. Please keep this in mind when writing your application.

Please note that only applications submitted through Civil Service Jobs will be accepted.

- **Making Effective Decisions:** Ability to analyse and use a range of evidence from different sources to develop accurate policy decisions and advice.
- **Communicating and Influencing:** Ability to communicate clearly in writing and in person, adapting your style for different audiences, and to build constructive relationships to influence positive outcomes.
- **Delivering at Pace:** Ability to work independently and proactively, balancing progressing longer-term projects with shorter-term urgent commissions. Evidence of managing a full workload and prioritising effectively to deliver high-quality outputs to tight or competing deadlines.

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

If we receive a high volume of applications, we'll first sift using the lead criterion only. Those meeting the minimum score will then be assessed against all remaining criteria.

Interview Stage

If you are successful at the application stage, you will be invited to interview where you will be assessed against the following criteria:

- **Strengths**
- **Behaviours:**
 - Making Effective Decisions
 - Communicating and Influencing
 - Delivering at Pace
 - Working Together

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, collaborative and inclusive team. It sits in the centre of the Financial Services Group and is responsible for ensuring a coordinated approach to the department's overarching financial services strategy.

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 HMT and the FS regulators, and cross-cutting compensation issues in the financial services sector.

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

HM Treasury Benefits

- Generous Annual Leave – 25 days (rising to 30 after 5 years), plus public holidays and the King's birthday.
- Outstanding Pension Scheme – Defined Benefit pension with employer contributions of 28%
- Parental Leave Packages – Including 6 months' occupational pay for maternity/adoption, shared parental leave options.
- Flexible & Hybrid Working – Options include part-time, job-share, compressed hours, flexitime, and hybrid working (where business needs allow).
- Advance Schemes & Discounts – Rental deposit, cycle-to-work, SmartTech, season ticket loans, and access to HM Treasury's benefits portal for a wide range of discount codes.

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.