



HM Treasury

Policy Adviser, Insurance Market Strategy		Ref: 472834
Grade	Senior Executive Officer	
Salary	London: £47,600 - £50,906 National: £44,600 - £47,906	
Group & Team	Financial Services Insurance and Pensions Market team	
Location	London (1 Horse Guards Road) or Darlington (Feethams House)	
Contract Type	Permanent	
Working Pattern	Full Time, Part Time, Job Share (Flexible working hours can be accommodated)	
Security Vetting Level	<u>Counter Terrorist Check</u>	
Profession	Policy	

About the Treasury

Working at HM Treasury puts you at the heart of government, making a difference to the UK economy and ultimately to people's lives right across the UK.

Jobs at the Treasury are fast-paced, fun and can offer unparalleled perspective – not least the opportunity to advise Ministers on the decisions which directly determine the UK's prosperity. Deep in our DNA is a commitment to empowering our people: maximising individual and collective impact, with interesting work no matter your role or seniority.

Day-to-day you could be supporting Ministers to decide the right level of a specific tax or line of government spending; helping maintain the stability of financial markets; analysing the long-term trends impacting the future of the economy; or enabling this work as part of our vital corporate functions.

We are a high-performing department and proud to have outstanding staff from a wide range of backgrounds. We are also a friendly, inclusive and sociable workplace that prides itself on fostering great team spirit. Our two largest offices are 1 Horse Guards Road in London, opposite St James' Park, and the Darlington Economic Campus, which also contains eight other departments. We work seamlessly across all our sites, including Norwich, Birmingham and Leeds, as one Treasury.

We are both a 1,000-year-old institution and dynamic, forward-looking economics and finance ministry, with a strong direction set by our organisational strategy, the Future Treasury Vision. The 21st century offers huge opportunities and poses new challenges for the UK. Working at the Treasury is your chance to help the country chart the right course.

About the Job

This is a stretching and fast-paced role covering a diverse range of policy issues in insurance markets. Your responsibilities will range from leading the response to acute and emerging insurance issues, to financial inclusion and supporting the delivery of the commitment to grow the mutuals sector. The postholder will interact with a wide range of stakeholders including insurers and brokers, trade associations, regulators, other government departments, international colleagues and ministers.

Importantly, you don't need to be a policy professional or have any specific qualifications to apply to this role. 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 important for our financial services sector. You will be well supported by your line management and the wider team, and opportunities to learn about the financial services sector will be provided.

Depending on your skills and experience, there may be opportunities to be involved in wider areas of the branch's work, such as supporting work to grow UK insurance markets.

Key accountabilities include:

1. **Emerging issues** – lead our response to acute or ongoing challenges in insurance markets. This includes developing our response, often at pace, and presenting options to ministers. Recent work has included periods of crisis, including global conflicts such as Ukraine/Russia and Iran, where questions around insurance provision regularly feature.
2. **Financial inclusion** – Work across the team to help develop our approach to financial inclusion in insurance. This includes working closely with Financial Services Group colleagues leading on the Financial Inclusion Committee and the wider financial inclusion agenda, responding to the significant Parliamentary and Ministerial focus on this agenda.
3. **Life and protection insurance policy** – Develop knowledge and understanding of challenging life insurance policy issues (e.g. social care insurance and income protection insurance), and act as the policy lead for these areas.
4. **Mutuals** – lead on mutual insurance, working with colleagues across Financial Services, on how to take forward policy to 'double the size of the mutuals sector'. Lead on a live Law Commission review of the Friendly Societies legislation, build the team's knowledge and expertise on this market, and consider wider mutuals issues through an insurance lens, including working with the Department for Business and Trade, and the regulators.
5. **Engagement** – The role will involve significant engagement with other government departments, regulators and insurance sector representatives. It will involve building strong working relationships, as well as requiring the post-holder to, at times, deliver difficult messages.
6. **Briefing and correspondence** - Produce high quality briefings for senior officials and ministers and lead on relevant areas of IPM's correspondence workload.

Candidate Drop-In Session

The hiring manager will be running a candidate drop-in session to give you greater insight about the role and HM Treasury and ask any questions you might have. If you would like to join us, use the link below to join the call at the right time.

Wednesday 26th August 2026 @ 16:00 [Join the meeting here](#)

If you would like to speak to the hiring manager informally prior to the closing date, please contact Michael Allen (Michael.allen@hmtreasury.gov.uk)

Visa sponsorship is not available for this role.

Selection Process

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.

- **Seeing the Big Picture** – Ability to understand senior and political drivers and to clearly translate those into your day-to-day workplans and outputs, remaining alert to emerging issues and trends and influencing outcomes beyond your direct areas of responsibility.
- **Making Effective Decisions** – Ability to use a range of credible and sometimes conflicting evidence, weigh up different options and develop accurate policy decisions and advice.
- **Communicating and Influencing** – Ability to clearly communicate strategic and policy issues and considerations in person and in writing, build productive working relationships and credibly resolve issues, align approaches and deliver shared outcomes with a broad range of partners.
- **Delivering at Pace** – Ability to prioritise effectively and work autonomously to deliver high-quality work across short-and long-term objectives in the face of a dynamic and changing work environment.

The lead criterion is: **Seeing the Big Picture**

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:**
 - Seeing the Big Picture
 - Making Effective Decisions
 - Communicating and Influencing
 - Delivering at Pace

About the Team

The Insurance and Pension Markets team is a friendly and busy team, that works flexibly and collaboratively on a wide range of policy initiatives, to meet its policy goals. These are to:

1. Grow the economy by enabling institutional capital to be invested productively and keeping UK insurance and pensions markets globally competitive.
2. Deliver for consumers and businesses by promoting fair, effective markets that provide good value and reliable protection.
3. Protect the UK's long-term interests by strengthening financial stability, resilience and managing risks to the public finances.

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.