



HM Treasury

Engagement Manager		Ref: 475166
Grade	Higher Executive Officer	
Salary	£36,130 - £41,074	
Group & Team	Economic Crime and Sanctions Office of Financial Sanctions Implementation	
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>	
Approach	External	
Profession	Communications	

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

We're recruiting for an Engagement Manager to join OFSI's Industry Engagement Team.

OFSI plays a vital role at the heart of the UK's financial sanctions, working on fast-moving, high-profile and internationally significant issues. As the sanctions landscape continues to evolve, businesses in the UK and around the world need clear, timely and practical engagement to help them understand and comply with UK financial sanctions.

Reporting to the Deputy Head of Industry Engagement, you will work to deliver a varied and outward-facing programme of work connecting OFSI with the businesses and sectors responsible for implementing financial sanctions. You will help ensure industry receives clear and practical engagement, while supporting senior colleagues to understand the issues, risks and opportunities being raised by external stakeholders.

The role is broad, varied and highly collaborative. You will help deliver OFSI's industry engagement work by playing a key role in driving forward our ambitious events programme, managing relationships with firms and sectors, and leading innovative targeted communications campaigns. You will work closely with colleagues across OFSI, including policy, legal, licensing, enforcement and strategic communications teams, to provide high-quality support to businesses and senior leaders.

This is an excellent opportunity to develop strong stakeholder engagement, communications and relationship management skills while working on some of the most important policy issues facing government. You will be supported to build your expertise in financial sanctions policy and government communications, including through the Government Communications Service Advance Practitioner development programme.

Key responsibilities include:

- Play a key role in delivering OFSI's ambitious global events programme in support of our strategy, helping to scope new events, consider invitations and prepare high-quality briefing for Senior Civil Servants and other principals. You will ensure senior colleagues are well prepared for external engagements, through accurate briefing with clear advice on the audience, key issues, handling points and opportunities to strengthen OFSI's relationships with industry, along with working closely with other colleagues across the ECAS directorate to ensure cohesion of messaging. You will also have opportunities to attend events, represent OFSI externally at networking sessions, and build strong relationships with external stakeholders.
- Build, maintain, and own a portfolio of relationships with firms and sectors, working with stakeholders over time to understand their businesses, the issues they are facing and the support they need from OFSI to increase their sanctions' compliance. You will build trusted and constructive relationships, act as a regular point of contact, collect evidence and

feedback, and help firms navigate financial sanctions issues by drawing on the right expertise from across OFSI.

- Lead engagement casework across a range of sectors and issues, responding to complex or sensitive policy questions from businesses and other external stakeholders. This will involve understanding the issue quickly, coordinating input from policy, legal, licensing, enforcement or operational colleagues, and producing clear, pragmatic responses that help firms understand OFSI's position.
- Lead innovative targeted engagement campaigns: working to raise awareness, communicate changes, improve understanding among specific sectors or stakeholder groups, and use stakeholder insight from these campaigns to inform internal analysis. You will help define the audience, messages, products and channels for these campaigns, working closely with teams such as Strategic Communications to make effective use of digital tools, innovative platforms and creative approaches to reach the right people in the right way.
- Support responses to sanctions-related Freedom of Information requests and other statutory obligations by gathering information, drafting clear and concise lines, and coordinating input from relevant OFSI teams. This may include supporting mailbox handling, helping the Industry Engagement Team respond to external queries where needed, and ensuring effective record-keeping in OFSI's repository systems.

This role does not have line management responsibility, but you may be expected to matrix manage within the team.

The role will involve regular travel to London, with occasional travel elsewhere in the UK. This will depend on our events and engagements but will not be expected more than once monthly.

If candidates require reasonable adjustments during the application process, or online test process, please allow sufficient time (at least 5 working days prior to the job closing date) to request support, to allow us to support candidates as best as possible. Please note that there is no candidate support from Friday 5pm until Monday 9am.

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.

Friday 28th August 2026 @ 11:00 – 11:30 [Join the meeting here](#)

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 aaron.14672@hmtreasury.gov.uk

Visa sponsorship is not available for this role.

Selection Process

Pre-Application Online Test

Prior to submitting your application, you will be invited to complete a Civil Service Online Test relevant to the role. Once you start your application you will receive an email invitation with details on how to proceed and you will only be able to submit your full application if you meet the pass mark.

For this post, you will be asked to complete;

- Civil Service Judgement Test (Judgement Test)

For more information on Civil Service tests, and for guidance on how to practice and prepare for them, please visit <https://www.gov.uk/guidance/civil-service-online-tests>

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.

1. Ability to communicate complex policy issues effectively, both in writing and verbally, with a variety of internal and external stakeholders (**Communicating and Influencing**).
2. Ability to work collaboratively with colleagues and stakeholders, building constructive relationships, and sharing information to achieve strong outcomes (**Working Together**).
3. Ability to deliver a high-quality, responsive service to internal and external stakeholders, managing competing priorities while ensuring outputs are clear, accurate, timely and focused (**Managing a Quality Service**).

The lead criterion is: **Communicating and Influencing**

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:**
 - Communicating and Influencing
 - Working Together
 - Managing a Quality Service
 - Seeing the Big Picture

Interview Task / Presentation

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

About the Team

The Office of Financial Sanctions Implementation (OFSI)

OFSI sits within HM Treasury, has been operational since March 2016 and in its first 10 years quickly established itself as a world-leader in financial sanctions, a key area of financial, foreign and national security policy. It remains front and centre of an unprecedented financial sanctions response to the Russian invasion of Ukraine.

HM Treasury implements financial sanctions in the UK, and OFSI fulfils this role on its behalf. It leads on the implementation of UN and UK financial sanctions and domestic terrorist asset freezing, providing a high-quality service to the private and charitable sectors, and guidance to help them follow the law. It works closely with law enforcement, intelligence agencies and strategic policy colleagues across Whitehall and beyond to help ensure that financial sanctions are accurately understood, implemented and enforced. OFSI has important partner relationships in the regulated financial services sector, the primary implementers of financial sanctions, and is an integral part of the sanctions community worldwide.

Robust enforcement of financial sanctions helps to maintain the integrity of and confidence in the UK financial sector, a priority for the Prime Minister and the Chancellor. We have strong powers, including to impose monetary penalties, and is in the front line in the fight against this serious crime.

OFSI is a diverse and dynamic team of over 130 people, from a variety of backgrounds and professions. We offer an **outstanding environment** to broaden your experience and develop new skills, whilst working on some of the highest profile international issues the UK faces. We strongly support a good work-life balance and flexible working is actively encouraged.

OFSI is a professional and expert organisation that values and invests significantly in our staff. OFSI has a minimum time-in-post expectation (2.5 years at HEO level). This supports your career development by building your depth of expertise and ensures OFSI has the necessary specialism amongst its people to deliver its objectives. To recognise mutual commitment, OFSI provides an allowance, the level of which is dependent on the grade held. Eligibility to receive the allowance begins after an initial 12 months in post for new joiners to OFSI, including from other parts of HMT, the wider Civil Service, or the private sector. The minimum time in post and the receipt of the allowance are important expectations that support continuity which is crucial for maintaining professional and expert capability at OFSI.

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.