HM Treasury

Role Profile

Senior Policy Adviser – Digital and Functional Spending	Ref: 490658
Grade	Grade 7
Salary	£60,170 - £67,230
Group & Team	Public Spending | Cross-cutting, Strategy, Insight and Reform (CSIR)
Location	**Darlington (Feethams House)** This role cannot be worked for any other HMT office.
Contract Type	Permanent
Working Pattern	Full Time, Part Time, Job Share (Flexible working hours can be accommodated)
Security Vetting Level	Counter Terrorist Check
Approach	External
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 role sits at the centre of developing and delivering the government's strategic approach to public spending. You will work internally and with departments to develop innovative and cross-cutting policy interventions for ensuring the public sector is using technology to make government work for citizens and that it is operating internally in an efficient and value-for-money manner. The role specifically focuses on enablers to deliver digital transformation and will play a core role at the Spending Review – and other fiscal events – to support the prioritisation of digital and Artificial Intelligence (AI) spending decisions.

Alongside focusing on digital delivery, as part of the Cabinet Office (CO) spending team the role will provide sponsorship and HMT leadership for specific functional and cross-government policies. This includes working with Cabinet Office on the government's approach to insourcing, including the implementation of policies designed to require central government bodies to evaluate in-house delivery options before going to the market. The team works flexibly in prioritising work and ensuring we are delivering for our Ministers. The successful candidate will therefore be required to take on HMT sponsorship for specific cross-cutting digital policies and wider functional workstreams, working closely with both CO and the Government Digital Service (GDS).

1. Digital Strategy – work closely with CO and GDS to determine the government's digital strategy, ensuring the enablers and building blocks are in place for delivery and funding is prioritised and tracked in a systemic and strategic way.
2. Fiscal Events – lead on cross-cutting digital strategy and provide comprehensive advice to Ministers at fiscal events, ensuring that digital transformation is well understood and departments and spending teams receive appropriate support at the Spending Review.
3. Legacy Technology Remediation – work closely with GDS and the Chief Technology Officer to ensure legacy technology remediation is appropriately considered by departments and prioritised at the Spending Review, including through understanding interactions with AI adoption.
4. Workforce strategy – play a central role in ensuring that the government has in place the right digital capability across the public sector, whilst working closely with internal and external stakeholders to align workforce plans with digital transformation plans from a delivery and spending perspective.
5. Insourcing – work closely with CO to advise Ministers on insourcing policy proposals – such as the two-tier code and procurement interactions – whilst working across the department to ensure wider spending implications are understood and considered throughout the policy development cycle.
6. Functional support – provide ongoing functional sponsorship to discrete areas across the department, working closely with spending teams and CO to ensure that spending decisions receive critical input and that the overall strategic approach is robust and adds value.
7. Leadership and Management – provide line management, offering empathetic and clear leadership to support development, delivery and pastoral responsibilities.

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.

Monday 23rd November 2026 @ 12:00 – 13:00 Join the meeting here

If you would like to speak to the hiring manager informally prior to the closing date, please contact peter.dorman@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.

1. **Working Together:** Ability to build good relationships with colleagues from different teams and use these connections to drive goals forward
2. **Delivering at Pace**: Ability to take responsibility for delivering timely and quality results with focus and drive
3. **Communicating and Influencing:** Ability to communicate effectively with senior leaders and break down complicated information

The **lead criterion** is: **Working Together**

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:**

- Working Together
- Delivering at Pace
- Communicating and Influencing

About the Team

The Cross-Cutting Strategy, Insight and Reform (CSIR) team works on some of the most challenging policy issues facing government today.

CSIR exists to improve value for money by working across government to lead change through cross-cutting reform, productivity and efficiency and enabling the centre of government to achieve these aims via excellent spending control.

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.