



## Role Profile

Vacancy Summary			
Job title:	Gilt Dealer Strategist	Job reference:	HUM1110-541
Reporting to:	Head of Gilt Desk	Team:	Gilt Dealing
Closing Date:	13 <sup>th</sup> May 2025	Interviews w/c	19 <sup>th</sup> May 2025
Salary Range:	£60,000 - £75,000	Contract Type:	Permanent

About the Role
<p>We are seeking a highly motivated and detail-oriented <b>Gilt Dealer Strategist</b> to join the Gilt Desk. This role is critical in supporting the desk's operations by managing large datasets, building and maintaining spreadsheets and databases, and enhancing the analytical toolset available. You will play a key part in improving data accessibility, automating workflows, and delivering actionable insights that inform key decisions. You will also play a key role in all the DMO's gilt market operational activities, making a valuable contribution to fulfilling a core part of the DMO's mandate.</p>
<p><b><u>Main responsibilities</u></b></p> <ul style="list-style-type: none"><li>- Design, develop, and enhance a suite of analytics to support the gilt dealing desk, enabling the continuous gathering and analysis of high-quality intelligence on market dynamics, investor preferences, and key drivers of market movements. Apply these insights objectively to strengthen the DMO's and government's understanding of critical issues relevant to the DMO's objectives.</li><li>- Support the fair, cost-effective, and transparent execution of the DMO's market-facing operations, including auctions, tenders, and syndications, as well as other transactions required to fulfil the debt management remit and any additional mandates. This includes supporting associated activities such as conducting accurate and timely release of key announcements.</li><li>- Assist in managing day-to-day relationships with the DMO's primary dealer banks (GEMMs), maintaining effective communication throughout issuance operations. This includes evaluating GEMMs' performance against their obligations and privileges and contributing to the DMO's feedback process.</li><li>- Actively participate in contingency planning, project work, and policy implementation as needed.</li><li>- Participate in a rota to carry out the daily activities of the gilt desk, including managing an internal trading book, producing written and verbal market commentary, and executing various other essential operational tasks.</li></ul>

## **Essential Criteria**

- Strong understanding of financial markets and trading concepts (fixed income, derivatives, etc.).
- Strong proficiency in Excel, including advanced formulas, VBA, and data visualisation. Experience with database tools such as SQL, Access, or similar.
- Familiarity with programming languages (Python, R, or similar) for data manipulation and automation is a plus.
- Proven experience working with large data sets in a fast-paced environment.
- Excellent problem-solving skills and attention to detail.
- Ability to demonstrate a strong understanding of, and commitment to, operating with a public sector ethos in a market-facing role.
- Understanding the critical importance of confidentiality and adhering strictly to it, given the sensitivity of DMO information.
- Appreciate the need for absolute fairness and objectivity in all DMO relationships and decisions, consistently applying a diplomatic approach while upholding the principles of public service.
- Exhibit a commitment to objectivity and an evidence-based approach to decision-making, with a particular focus on considering long-term implications and fairness across all stakeholder groups.
- Maintain a clear focus on delivering results, working efficiently and accurately under pressure.

## Sift Criteria

For this vacancy, we will use the Civil Service Success Profiles to assess you against the following Strengths, Behaviours, Experience and Technical Skills:

- **Experience (Lead criteria):** Proven experience in fixed income markets, with a strong emphasis on transaction execution and proven experience working with large data sets.
- **Technical:** A degree-level or higher qualification in any subject, preferably in Finance, Economics, Computing, Mathematics or similar discipline.
- **Technical:** Advanced proficiency in Excel and other Microsoft Office applications, with extensive experience using Bloomberg.
- **Behaviour Communicating & Influencing:** Ability to communicate complex financial concepts clearly to both technical and non-technical audiences.

### Desirable

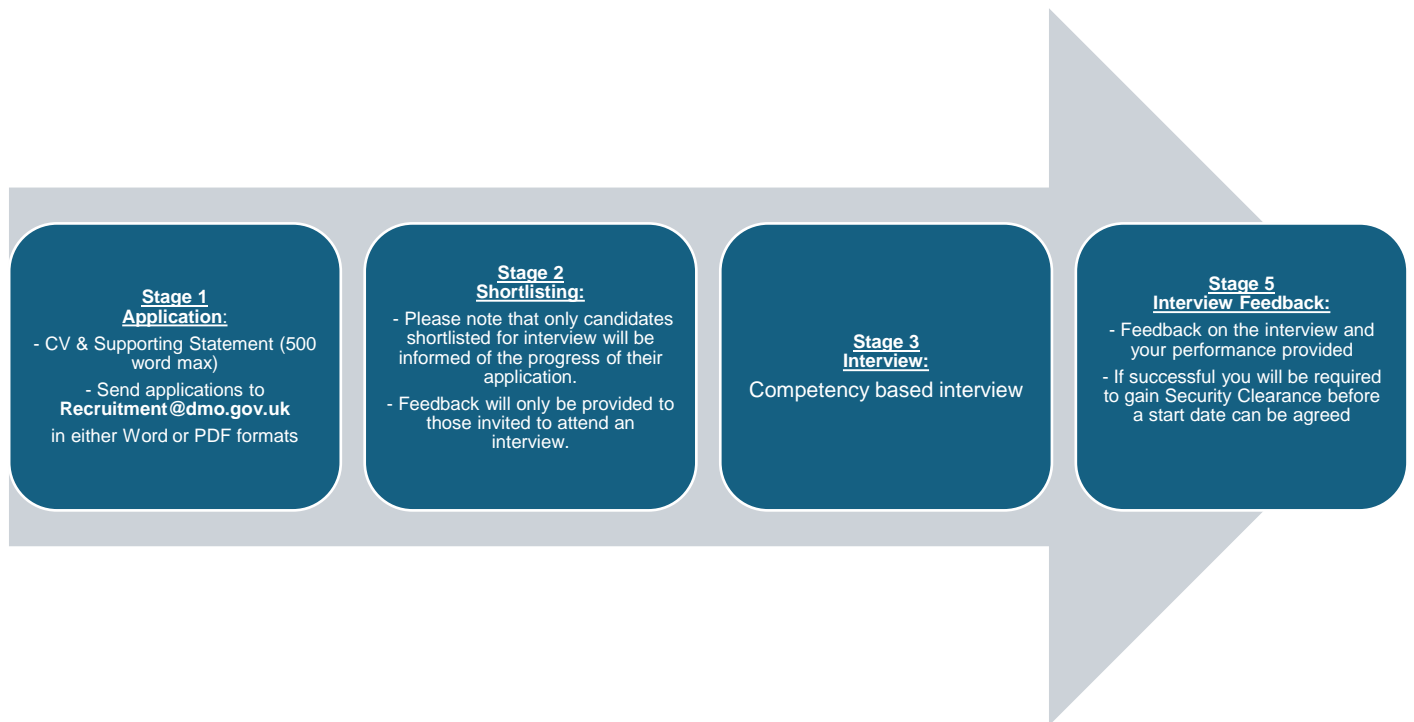
- Experience in the gilt market or other government bond markets, or a combination of both, would be considered valuable as well as a strong understanding of monetary policy, fiscal policy, and regulatory frameworks affecting debt issuance.

*Candidates – Please note a sift based on the lead criteria may be conducted if in the event of a large number of applications being received. Candidates who pass the initial sift may be progressed to a full sift or progressed straight to interview.*

At interview you will be assessed on the following behaviours

- **Seeing the bigger picture**
- **Managing a quality Service**
- **Changing and Improving**
- **Delivering at pace**
- **Communicating & Influencing**

## Application details



### **Supporting statement and CV**

It is essential when submitting your personal statement that you provide as much detail as possible, and utilise the full word count given, against the essential criteria outlined above as this will be used in conjunction with your CV to assess candidate suitability to move to the next round in the recruitment process.

### **Interview**

Applicants for this post will be assessed against the elements of the Success Profiles recruitment framework listed above.

Please visit the following pages to find out more:

- [UK DMO Careers](#)
- [Career FAQ Page](#)

If you need any reasonable adjustments to take part in the selection process, please tell us about this in your application form. If you would like to speak to the DMO recruitment team regarding this, you can contact them via email at [Recruitment@dmo.gov.uk](mailto:Recruitment@dmo.gov.uk). A reserve list may be held for up to 12 months from which further appointments may be made for the same or similar roles at a lower grade then to what was advertised.

## Working arrangements

### Hours of work/Hybrid working

The working hours of this post are 36 hours per week excluding lunch breaks. This post is available on a full-time basis although part time/job share/flexible working hours may be considered.

We are an operational business and delivery of our Remit is a priority. We are a London based organisation and our contracts reflect that our place of work is our London office.

UKDMO is a flexible employer. We work in small teams and individuals have a say in how they do their work. Where employees have health or caring responsibilities, we are empathetic to different situations.

We work a hybrid pattern. From 1<sup>st</sup> April 2024 our expectation is for employees to work remotely for 40% of their time and 60% of their time in the office. This is in line with the rest of the Civil Service and much of the private sector. We measure this over a rolling month so that individuals can plan their time, in agreement with their line manager, and in order to meet business need.

In agreeing how we work, UKDMO has to balance the need to meet all business objectives, including working collaboratively, with our understanding of individual circumstances.

## Eligibility Statement

Individuals appointed to the DMO will be subject to National Security Vetting. To allow for meaningful checks to be carried out applicants will normally need to have lived in the UK for at least 3 out of the past 5 years. A lack of UK residency in itself is not always a bar to security clearance, but the Department will need to consider eligibility on a case by case basis using all information that can be obtained following a successful application.

## Data Protection

The DMO will keep your personal details and other information relating to your application for a maximum of two years following the close of the campaign, for audit purposes only after which time it will be securely destroyed. All data is held securely and takes account of our obligations under the General Data Protection Regulation (GDPR).

## Civil Service Commission

The DMO's recruitment processes are underpinned by the recruitment principles of the Civil Service Commissioner, which outline that selection for appointment is made on merit on the basis of fair and open competition. <https://civilservicecommission.independent.gov.uk/recruitment/recruitment-principles/>

