



## Role Profile

Vacancy Summary			
Job title:	Head of Investor Engagement & Strategic Research	Job reference:	HUM1110-535
Reporting to:	Co-Heads of Policy & Markets	Team:	Investor Engagement & Strategic Research
Closing Date:	18 <sup>th</sup> May 2025	Interviews w/c	02/06/2025 (indicative)
Salary Range:	Up to £125k	Contract Type:	Permanent

About the Role
<p>The DMO is looking to recruit a Head of Investor Engagement and Strategic Research within the Policy &amp; Markets area. The candidate will take a leadership role in handling relationships with gilt market investors at a senior and strategic level, as well as undertaking and supervising analytical and research work in relation to investor and market trends.</p> <p>The post holder will be responsible for providing direction to (as well as line management and development of) a small team with overall responsibility for designing investor engagement strategy and leading research work, ensuring that outputs are highly relevant, rigorous and effectively communicated. The role will contribute to achieving the DMO's strategic objectives of achieving value-for-money for the Exchequer over the long term, considering cost and risk. It will be a full-time role, which will involve close coordination with the DMO's Executive Committee and other DMO teams.</p> <p><b>About the team</b></p> <p>The Policy and Markets area is responsible for providing advice to HM Treasury on debt, cash and balance sheet management policy and the implementation of the government's financing programme, as well as other operational activities.</p> <p>As part of this, the strategic stakeholder engagement activities are planned to be further developed under the leadership of the successful candidate with a particular focus on investor engagement. The team's work will complement that of other areas of the DMO, working closely with the DMO's Research &amp; Analysis and Policy teams as well as the Gilt and Cash Desks and the senior leadership team.</p> <p><b><u>Main responsibilities</u></b></p> <ul style="list-style-type: none"><li>• Designing and launching a programme of regular calls, meetings and forums, in consultation with the Executive Committee, to gather insights from a wide and balanced range of key stakeholders.</li><li>• Promoting the DMO's product suite and financing programmes to the widest audience.</li><li>• Candidates would be expected to build out and lead investor and stakeholder engagement as well as overseeing the collation and analysis of relevant information.</li><li>• Building strong relationships across the DMO to ensure effective coordination both on outreach, communication and intelligence gathering.</li><li>• Monitoring debates and narratives around fixed income markets, and particularly the gilt market, in coordination with other core teams.</li><li>• Synthesising emerging trends and narratives and alerting senior management effectively,</li></ul>

- Sponsoring and facilitating engagement with other stakeholders of relevance to the gilt market and DMO's programme,
- Strategic oversight and planning of the team's work while managing and prioritising resources.
- Leading on research projects to help inform the DMO's initiatives and providing guidance to ensure the quality of analysis and the capability of the team.
- Contribution to the development of a relevant long-term research agenda in support of the DMO's goal of being the centre of excellence in government debt management.
- Developing excellent working relationships with policy and analysis colleagues and other teams across the DMO and HMT.

### **Essential Criteria**

#### Knowledge

- Excellent familiarity with the UK government's debt management policy, fiscal and monetary policy, and the respective roles of the institutions involved.
- Strong network of fixed income investors and key stakeholders, ideally within the gilt market
- Excellent knowledge of mathematical and/or econometric techniques.
- In depth understanding of financial markets and fixed income.

#### Personal attributes and skills

- Naturally collaborative team player and able to develop and manage relationships and strategic interactions with key stakeholders at senior levels
- Highly motivated to lead a team, bringing a professional and enthusiastic approach to the work environment.
- Strong communication skills, and an ability to communicate complex and technical information/ideas verbally and in written form to specialist and non-specialist audiences.
- Analytically curious and with excellent attention to detail.
- Strong alignment with public sector goals and values.

## 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):** Significant experience of working in a senior position in a financial markets role, with a high degree of familiarity with the technical issues associated with fixed income markets (ideally the gilt market specifically) and a strategic understanding of technical and operational factors affecting market conditions and developments. Ideally, this will include having held direct responsibility for investment or treasury management functions in fixed income and money markets.
- **Experience:** Significant experience in an analytical role in a financial institution, academia or in the public sector. A good record of producing high quality analysis or research topics related to sovereign bond markets.
- **Technical:** An undergraduate degree (1st or 2:1) in a numerical discipline (e.g. maths, physics, engineering), economics or quantitative finance.
- **Technical:** Excellent analytical skills and demonstrable track record in providing board level technical insight, ideally with practical application to the DMO's core activities, including experience of using mathematical, statistical and econometric techniques for problem solving.
- **Behaviour Leadership** Experience of managing specialist staff, including managing performance and setting agendas and priorities. Excellent management and interpersonal skills with the capability to develop staff and maximise their potential. Strong teamwork experience with the ability to work at all levels

### **Desirable**

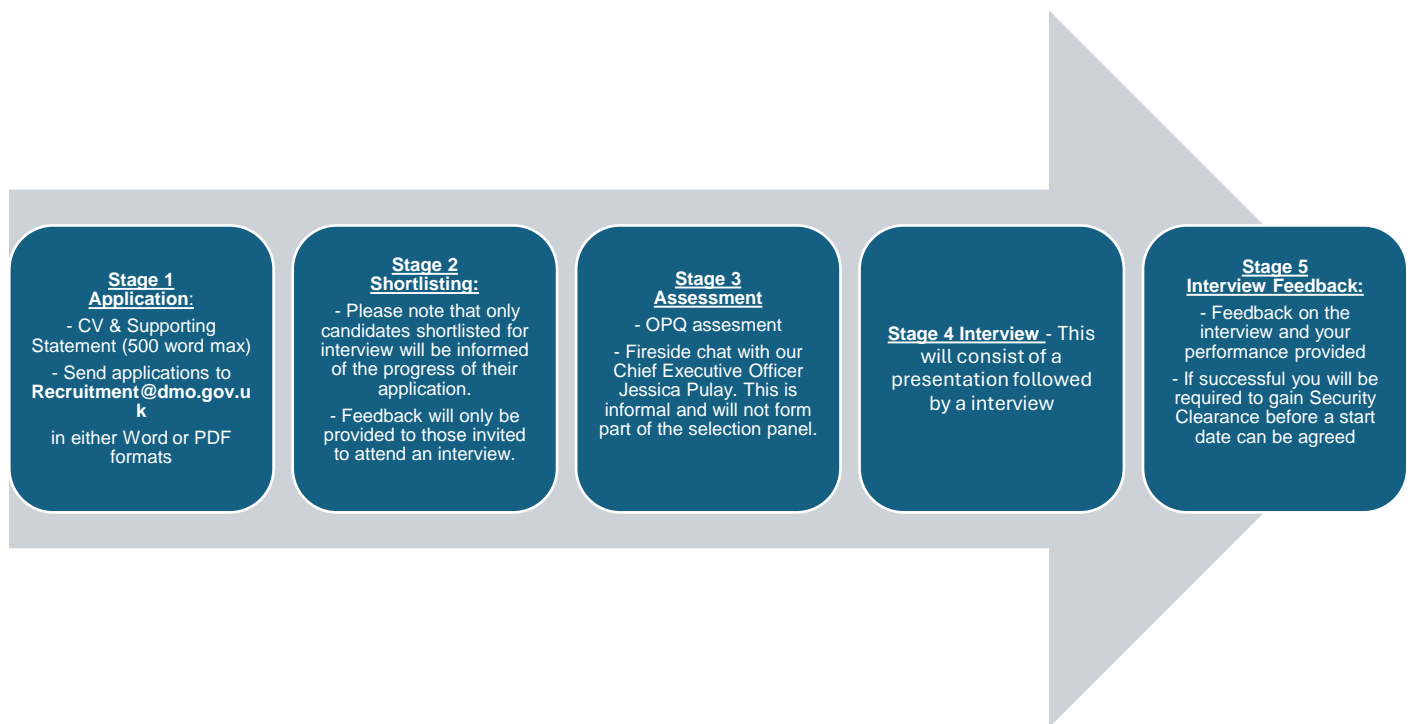
- **Technical:** A postgraduate degree in a numerical discipline (e.g. maths, physics, engineering), economics or quantitative finance.

*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**
- **Working Together**
- **Delivering at pace**
- **Making Effective Decisions**
- **Leadership**
- **Developing Self and Others**

## 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. Candidates who are successful at the first stage of interviews will be asked to prepare a presentation for the second stage interview. The topic of the presentation will be provided prior to the interview be conducted.

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/>

