



## Role Profile

### Vacancy Summary

Job Title:	Research Analyst	Job Reference:	HUM1110 – 533
Reporting to:	Co-head of Research	Team:	Research
Closing Date:	29 <sup>th</sup> October 2024	Interviews w/c	11 <sup>th</sup> November (indicative)
Salary Range:	£50,000 - £60,000	Contract Type:	Permanent

### About the Role

We are recruiting for a Research Analyst to undertake analytical and gilt market research within the Research and Analysis Team of the DMO.

The essential qualities that the successful candidate will possess are knowledge of and experience working closely with the gilt market, a good understanding of how the government debt management function works. The candidate should also have a strong understanding of the key gilt market participants and the drivers that affect demand for gilts.

The successful candidate should have the ability to think strategically; work independently and take a collaborative approach within the team, with colleagues across the policy and markets area, and with key external stakeholders, to contribute to the development of evidence-based policy solutions.

The successful candidate will have excellent analytical ability (including knowledge of statistical techniques and being comfortable with gathering, analysing and interpreting financial market data), very strong drafting skills that will allow them to communicate complex policy analysis clearly and concisely, and the capacity to put forward ideas persuasively to senior colleagues both internally and externally.

#### **Key Responsibilities/Accountabilities**

1. Provide insight on developing strategic issues affecting the DMO's financing strategy on a frequent basis through conducting analysis on a variety of topics
2. Provide evidence-based analysis and advice as part of the production of the DMO's annual debt management remit advice for HM Treasury
3. Develop new, and maintain the DMO's stakeholder relationships with key gilt market participants

4. Lead and deliver on the Research team's contribution to joint policy projects and key strategic initiatives
5. Conduct analysis and research to help inform the DMO's operations and its policy initiatives

### Sift Criteria

For this vacancy, we will use the [Civil Service Success Profiles](#) to assess you against the following Behaviours, Experience and Technical Skills:

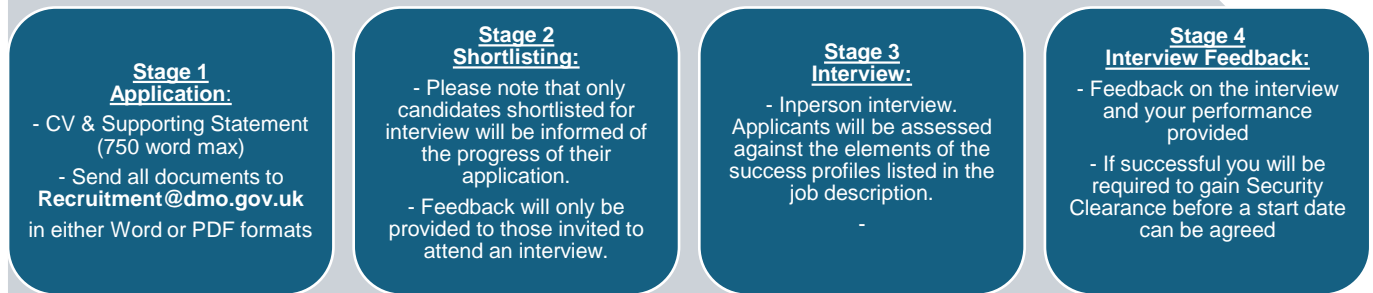
1. Technical: Lead criterion: Minimum 2.i first degree, or equivalent international qualification (please confirm equivalence to 2.i degree class or above) in Finance/Economics.
2. Technical - Knowledge of financial markets, including fixed income and financial market structure, and economics.
3. Experience - Experience working as a Researcher/Analyst on analysis with policy application in a financial institution or in the public sector.
4. Experience: Strong interest in, and some familiarity with, debt management policy, fiscal policy and monetary policy, and the respective roles of the institutions involved.
5. Experience: Ability to manage relationships and strategic interactions with key internal and external stakeholders including at senior levels.

### Desirable

6. Technical - Knowledge of Python and/or SQL.

A sift based on the lead criteria may be held if a large number of applications are received. This may progress to a full sift or straight to interview/assessment.

## Application Details



To apply, please send a **CV** and **supporting statement**. In your supporting statement, please use this opportunity to highlight how your skills and experience align to the essential skills required for this role. Maximum word count of 750 to [Recruitment@dmo.gov.uk](mailto:Recruitment@dmo.gov.uk).

The candidates who are assessed, from the information provided as best meeting the requirements of the role will be invited to interview. Please note that only candidates shortlisted for interview will be informed of the progress of their application. Feedback will only be provided to those invited to attend an interview.

### **Supporting statement and CV**

This should outline how you consider your skills, experience, and knowledge, provide evidence of your suitability for the role, with reference to the essential criteria.

### **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

## 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 data protection legislation.

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