

## Head of Disability Benefits and Employment

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Company: UK Civil Service

Location: United Kingdom

Category: business-and-financial-operations

### Job summary

If you're interested in making a difference to people's lives, the Treasury can offer you an exciting opportunity to influence decision making that affects the whole of the UK.

Working at the heart of government, we collaborate across government to promote responsible public spending and drive strong and sustainable economic growth.

Our work ranges from protecting customers through the regulation of the financial sector, helping to reduce carbon emissions and creating a greener economy, to promoting British trade around the world and supporting people across the country on jobs, growth and more.

HM Treasury is proud of a diverse and inclusive work environment, committed to fairness and the promotion of equality of opportunity for all. We know that having a range of experiences, ways of working and thinking makes us stronger and better at developing policy that reflects the needs of every community. We embrace different views and experiences and value the new perspective that people from a variety of circumstances bring to the work we do. We welcome applications from candidates who have not previously worked for the Civil Service, mid- and late-career changers with transferrable skills, people from all backgrounds and circumstances regardless of disability, gender, age ethnicity, LGBT+ identity and socio-economic status.

We are part of the , a pioneering new cross-government hub which brings people together to play an active role in the most important issues of the day whilst working closer to the communities we serve. The campus provides the opportunity for people from all over the UK to help shape the future of the country, and our flexible working practices ensure you

can collaborate effectively with our partners. It's central government, made more accessible to you!

## **Job description**

### **About the group**

We work to build a tax and welfare system that supports the government's goals of fiscal sustainability, economic growth, and fairness. We look after high-profile areas including personal taxes, labour markets, welfare, tax administration, pensions, tax avoidance, and savings. We also coordinate spending controls for HM Revenue & Customs, Department for Work and Pensions. The Group is responsible for over £400bn in tax receipts and £300bn in welfare spending, impacting the lives of millions of citizens across the UK.

Our work means that we are often at the centre of ministers' decision making, and we play a significant part in the Budget and the Spending Review. We work closely with HMRC, DWP and Number 10, and with a wide variety of external stakeholders.

PTWP is a friendly, diverse, and inclusive Group, with a wide range of backgrounds and specialisms. We have an active Wellbeing Plan focussed on learning and belonging.

### **About the team**

The Welfare Spending and Reform team (WSR) is a friendly, inclusive and hard-working team of 17 people from a diverse range of backgrounds from both within and outside of government. We are responsible for the Treasury's overall welfare spending and strategy, responsible for ensuring that spending is sustainable and meets the government's wider objectives. We act as the spending team for the Department for Work and Pensions (DWP), which makes up more than 20% of all government expenditure, and lead on high-profile and complex policy and spending priorities for working age benefits, including tax credits, child benefit, disability benefits, Housing Benefit and Universal Credit. The team has also led on policies directly responding to the effects of Covid, including the £20 temporary uplift in Universal Credit, Test and Trace Support Payments and the Statutory Sick Pay Rebate. The team has an excellent team spirit and is committed to diversity, inclusion and person development.

### **About the Job**

This is an important and exciting role, leading the team's Disability Benefits and Employment branch. The successful candidate will lead for the Treasury on the health and disability benefits system, as well as employment policy for people with disabilities. This is a vital policy area for the department's fiscal and economic objectives: spending on disability

benefits is forecast to increase by £15bn in real terms over the next 5 years, reaching £77bn in 26/27 ( of TME and 3% of GDP). Addressing the rise in inactivity caused by long term sickness and disability is one of the department's top objectives. The role has significant leadership and management responsibilities within the team and across the wider group.

### **Leading for the Treasury on options to reform the disability benefits system**

working closely with DWP, the Cabinet Office and No10 to design policy that achieves HMT's objectives, advising ministers and analysing evidence.

Leading for the Treasury on employment policies to support people with long term sickness and disability into work. This includes working with analysts to understand the drivers of economic inactivity and working with DWP, DHSC and No10 to develop policies to support people into work. It also means supporting the successful delivery of major new employment programmes.

Leading the Health and Disability branch, including providing outstanding line management to two Range D Policy Advisers (HEO/SEO). This means providing direction and support, ensuring the team has the capability and knowledge needed to deliver high-quality, evidence-based advice. You will be flexible enough to adapt your style, regularly reprioritise, and act on feedback to make sure your team delivers high quality work. You will be committed to the personal and professional development of your direct reports.

Alongside the team's other Range Es (Grade 7s) and Range E2s (Grade 6s), acting as part of the Welfare Spending and Reform team's leadership. You will be expected to actively contribute to creating a positive, inclusive and development-focussed team. This includes supporting team-wide objectives and role-modelling HMT and team values. You will also be expected to get involved in making the Personal Tax, Welfare and Pensions group, and the wider Treasury, a great place to work.

Leading for the Treasury on Statutory Sick Pay (SSP), fit note reform and Carer's Allowance, including working with DWP and other Treasury teams on interactions with the Adult Social Care system,

Providing ongoing spending control for DWP health and disability benefits policy. This includes scrutinising business cases, advising ministers on spending decisions and working

with central HMT strategy and spending teams to manage risks to the welfare forecast.

### **Candidate Drop-In Session** ◆◆

We will be running a candidate drop-in session for this role to give you greater insight about the role as well as the chance to learn more about HM Treasury and the recruitment process. If you would like to join us, then use the appropriate link below to join the call at the right time. ◆

30th April 2024 15:00-15:25 ◆

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.

### **Person specification**

We are looking for the below skills, experience and behaviours and we will ask you to demonstrate these in your application form. Please review the Candidate FAQ document that is attached to the advert for guidance on how to complete your application form. ◆

The ability to lead the development of creative solutions to complex policy problems, demonstrating strong numerical and policy skills, alongside excellent judgement and the ability to make clear recommendations to senior stakeholders **[Making effective decisions]**

The ability to lead a high performing team to deliver high quality work across short and long term objectives, in the face of a dynamic and changing work environment. **[Delivery at Pace]**

The ability to develop strong working relationships with a diverse range of stakeholders, across different levels of seniority and other organisations, which remain constructive under stress. **[Working Together]**

The **lead criterion** is **Making Effective Decisions**

**If we receive large volumes of applications, we will conduct an initial sift on the lead criterion only** ◆

### **Behaviours**

We'll assess you against these behaviours during the selection process:

Making Effective Decisions

Delivering at Pace

## Working Together

### Benefits

Alongside your salary of £52,960, HM Treasury contributes £14,299 towards you being a member of the Civil Service Defined Benefit Pension scheme.

25 days annual leave (rising to 30 after 5 years), plus 8 public holidays and the King's birthday (unless you have a legacy arrangement as an existing Civil Servant)

Flexible working patterns (part-time, job-share, condensed hours)

Generous parental and adoption leave package.

A which provides an attractive pension, benefits for dependants and average employer contributions of 27%

Onsite restaurant and coffee bar. The London office also offers a gym, showers and prayer room

Access to a cycle-to-work salary sacrifice scheme, season ticket advances and payroll giving

Access to a retail discounts and cashback site

A Rental Deposit Advance Scheme to help meet the total costs of deposits for privately rented homes

A range of active staff networks, based around interests ( analysts, music society, sports and social club) and diversity ( women in the Treasury, ethnic minority network, LGBT\* network, faith and belief network)

### Flexible Working Arrangements

HM Treasury views flexible working as essential in enabling us to recruit and retain talented people, ensuring that they can enjoy a long-lasting career with us. All employees have the right to apply for flexible working and there are a range of options available including; part-time, compressed hours and job sharing. Additionally, we operate flexitime systems, allowing employees the flexibility to adjust their working patterns throughout the week which is subject to operational needs and line management approval.

At HM Treasury we have an incredibly broad remit; our work touches every citizen of the

country. So, it's important our employees come from the widest possible range of backgrounds, bringing us the widest possible range of perspectives and ways of thinking. We are committed to ensuring that all staff can realize their potential and achieve a healthy work-life balance.

HM Treasury operates an office based working approach across all Treasury sites - Darlington, London, and Norwich, and along with the rest of the Civil Service, has an expectation of a minimum of 60% attendance in the office, along with working remotely. This blended working approach allows you to work collaboratively, meet stakeholders face to face, support others and promotes a healthy work life balance (please be aware that this role can only be worked in the UK and not overseas). Some roles will not be suitable for Hybrid Working. Similarly, Hybrid Working will not suit everyone's circumstances. Arrangements will be discussed and agreed with the successful candidate(s) and subject to regular review. All our offices have been recently modernised and designed to collaborate and connect with colleagues as well as desk and quiet space to allow a range of ways to work.

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#### Cross References and Citations:

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