

Policy Adviser Secondary Markets

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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

Financial Services Group

The Financial Services Group advises the government on how to promote a stable and efficient financial services sector, to deliver excellent outcomes for consumers and business, enhance the UK's position as a global hub for financial services and support economic growth across the country.

The financial services sector is important to the UK economy – providing significant numbers of jobs and making a large contribution to the UK's economic output. It also provides essential services to individuals – for example, helping them to purchase goods with ease, buy their first home, and plan for their retirement. During the COVID pandemic, it played a critical role in supporting individuals and businesses – for example, in providing payment holidays for individuals and businesses affected by the pandemic and working with the government to deliver Bounce Back Loans.

We ensure that financial services businesses such as banks, investment firms, financial advisors and insurers are well-regulated. Ensuring firms treat customers fairly, customers have access to a range of financial services as a result of competition in the market, and there are appropriate remedies in place when things go wrong.

We work on a significant international agenda which includes promoting openness and trading links between the UK and countries all around the world, including through Free Trade Agreements and other international dialogues and negotiations. To do this we work closely with colleagues in offices overseas from the Foreign Commonwealth & Development Office and the Department for International Trade.

Working with stakeholders is key in Financial Services – for example, we work closely with the independent regulators to help them fulfil their roles, consult consumer groups on issues affecting them, and work with the sector on wider issues like the net-zero agenda.

Securities and Markets (SAM)

We develop policy on matters relating to the competitiveness, regulation and, and good functioning of the UK's financial markets, to support UK growth. The range of our work is wide, from formulating the laws and regulations which govern the behaviour of investment bankers and traders, to ensuring that UK financial markets continue to attract the best UK and overseas companies and are a powerful driver for economic growth.

One of our most immediate objectives is to implement reforms to our capital markets now that the UK has left the EU, to ensure our regime works for UK markets and UK firms.

This involves interesting policy work, considering from first principles what is appropriate to meet our goals. As part of this, we work closely with teams across HMT and Government, with industry, think tanks and with the regulators. In particular, the team works closely with colleagues in the Bank of England, the Financial Conduct Authority, and UK missions around the world. We also heavily engage with the financial services sector, from major investment banks to trade bodies representing the interests of small-cap issuers. The team is regularly required to work at pace to provide advice to Ministers on high-profile current issues and high-profile listings.

We are advertising for a Policy Adviser in the Secondary Markets branch, joining two other policy advisers working to a Grade 7 and working closely with others from the wider Securities and Markets team. The responsibilities will be wide-ranging and involve driving forward the delivery of several high-profile ministerial priorities to improve UK markets. The branch has a strong focus on personal development, where you will be encouraged to pursue stretching projects to enable you to develop and thrive.

Key Accountabilities ♦ **Policy Adviser**

Government Policies ♦ the plans we make and actions we take ♦ shape lives. Whether it ♦s how we fund education, or actions to ensure the health system can deliver during difficult times, the policy we create and implement sets the course of action for all public services.

Great policy making is about understanding what needs to change, what problems need to be solved and supporting Ministers to arrive at the best solution to deliver the change. Policy also means working out how we are going to make the changes or solve the problems, and then delivering on those plans. To do all this, we need to build relationships with Ministers, Civil Service colleagues, groups with expertise and the public. To work on policy as a Policy Adviser, you will need to demonstrate a range of skills, including strong problem-solving skills, the ability to clearly explain your thinking both in writing and in person, and the drive to overcome challenges and see your ideas through into action and delivery.

Although you will be expected to quickly build subject matter expertise in secondary markets, you don ♦t need to be a policy professional or have any specific qualifications to apply to work as a Policy Adviser at HM Treasury. We are looking for people who have the right set of skills for the role, who demonstrate the values of our organisation, and who are motivated to come and work with us on a range of issues that are at the heart of how we spend

money and deliver public services.

The postholder in this role will be responsible for driving forward policy and legislation to deliver on key secondary markets measures announced as part of the Chancellor's flagship Edinburgh Reforms package, as well delivering the recommendations of the UK's Wholesale Markets Review. The post holder will also play a pivotal role in overhauling EU-inherited regulation as it relates to secondary market so that it is fit for the UK.

Key accountabilities for this role include:

1. Leading on the implementation of the Investment Research Review; taking forward to the policy development of a Research Platform a new unprecedented policy initiative, and reviewing how, cross-cutting regulation impacts applies to investment research in collaboration with other HMT policy teams and the FCA.
2. Leading on reforms to the secondary markets regulation that the UK has inherited from the EU (MiFID), including instructing legal advisers on and delivering the required legislation to implement new UK policy.
3. Becoming the HMT subject matter expert on areas of secondary markets policy, independently preparing advice for Ministers and seniors on key strategic decisions related to secondary markets policy and regulation;
4. Supporting Ministers and seniors across a wide range of industry engagement, including ministerial roundtable and speeches;
5. Representing the interests of the secondary markets team across a range of cross-cutting, high-profile issues across Treasury, supporting the strategic direction of wider work;
6. Representing HMT on cross-cutting issues related to secondary markets policy issues across-government, industry and with the independent regulator (the Financial Conduct Authority), at times having to negotiate across Whitehall to ensure the Group's objectives are reflected appropriately;
7. Given the fast-paced nature of the work involved, the postholder will be required to apply sound judgement to a range of fast-paced policy issues, promoting the objectives of the branch and prepare to be flexible to manage competing priorities.

If you would like to speak to the hiring manager informally prior to the closing date for applications to find out more about the job, please contact Alison Robinson at

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. ❖

1. Making effective decisions❖ ability to analyse and assess a range of information and evidence to make clear recommendations or decisions. ❖

2. Communicating and Influencing❖ experience using a range of communication styles to distil complex information into clear and simple prose. ❖

3. Delivering at pace❖ demonstrable experience of independently managing competing priorities, through collaboration with others where necessary, to ensure deadlines are met

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

Communicating and Influencing

Delivering at Pace

Seeing the Big Picture

We only ask for evidence of these behaviours on your application form:

Making Effective Decisions

Communicating and Influencing

Delivering at Pace

Benefits

Alongside your salary of ❖39,500, HM Treasury contributes ❖10,665 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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