Role Profile

Vacancy Summary

Job title:	Co-Head of Quantitative Research and Analysis	Job reference:	HUM1110-544
Reporting to:	Co-Heads of Policy & Markets	Team:	Quantitative Research and Analysis
Closing Date:	28/09/2025	Interviews w/c	06/10/2025 (indicative)
Salary Range:	£90,000 – £100,000 FTE-pro-rated	Contract Type:	Part time

About the Role

The DMO is looking to recruit a Co-Head of Quantitative Research and Analysis on a part-time basis. Along with the other co-head, who works part time, the candidate will lead a small team of specialist analysts and developers undertaking quantitative analytical, modelling and research work in relation to the DMO's debt management function and other core activities. The role will require experience of leading a technical team within financial markets, providing strategic oversight, thought leadership and planning, as well as strong quantitative and econometric skills. Experience of using Artificial Intelligence (AI) models within a similar organisational setting would be beneficial. It is envisaged that the two co-heads will coordinate their working patterns to provide consistent leadership and coverage throughout the week.

About the team

The Policy and Markets area is responsible for: providing advice to HM Treasury on debt and cash management policy; the implementation of the government's financing programme; as well as other operational and advisory activities. Within this area, the Quantitative Research and Analysis team is responsible for carrying out analysis, research and briefing to support the DMO's core responsibilities and operations. The team works closely with the other Policy and Markets teams to help inform policy and on strategic initiatives including for HM Treasury.

Key responsibilities and main tasks and activities:

- Strategic oversight and planning of the team's work while managing and prioritising resources.
- Thought leadership and direction of research projects to help inform the DMO's advice, operations and policy initiatives and providing guidance to team members in their area of technical specialism.
- Continuous development of a relevant long-term research agenda in support of the DMO's goal of being a centre of excellence in government debt management.
- Assuring the quality of analysis and the capability of the team.
- Supporting the development of team members.
- Developing excellent working relationships with policy colleagues and other teams across the DMO and HMT and more widely across government and the public sector.

Essential Skills:

Leadership & Strategic Thinking
- Proven ability to lead and manage a technical team.
- Experience in strategic planning and prioritisation of analytical workstreams.
- Ability to develop and implement a long-term research agenda aligned with organisational goals
- Demonstrable ability to work collaboratively within a shared leadership model, including co-managing priorities and delivering outcomes with a co-head.

Technical & Analytical Expertise
- Strong quantitative and econometric skills, with the ability to apply these to relevant financial markets topics.
- Proficiency in programming languages such as MATLAB or Python for modelling and analysis.
- Deep understanding of financial markets, particularly fixed income instruments and debt management.

Communication & Collaboration
- Ability to communicate complex financial and analytical concepts clearly to both technical and non-technical audiences.
- Strong interpersonal skills to build effective working relationships across teams and departments.
- Experience in presenting analytical findings to senior stakeholders and policy teams.

Quality Assurance & Development
- Experience in assuring the quality and robustness of analytical outputs.
- Commitment to developing team capability through mentoring and knowledge sharing.

Innovation & Adaptability
- Ability to identify emerging analytical techniques and apply them to improve organisational insight.

Qualification
- A degree (1st or 2:1) in a numerical discipline (e.g. mathematics, physics, statistics, engineering, or quantitative finance).

Desirable Skills-

- Postgraduate degree in a numerical discipline.

- Experience in applying AI or machine learning models in financial or policy contexts.

Sift Criteria

For this vacancy, we will use the <u>Civil Service Success Profiles</u> to assess candidates against the following Experience, Technical Skills, and Behaviours:

Experience- Proven leadership experience in an analytical role applying econometric and/or quantitative analysis in a financial institution, academia, or the public sector**. (Lead)**

Experience Proven track record of leading a team and working collaboratively in a shared leadership structure, with a co-head or equivalent.

Technical Skills- Proficiency in developing analytical insights and implementing econometric, financial, or pricing models using languages such as MATLAB or Python.

Technical Qualification- A degree (2:1 or above) in a numerical discipline such as mathematics, physics, statistics, econometrics, engineering, or quantitative finance
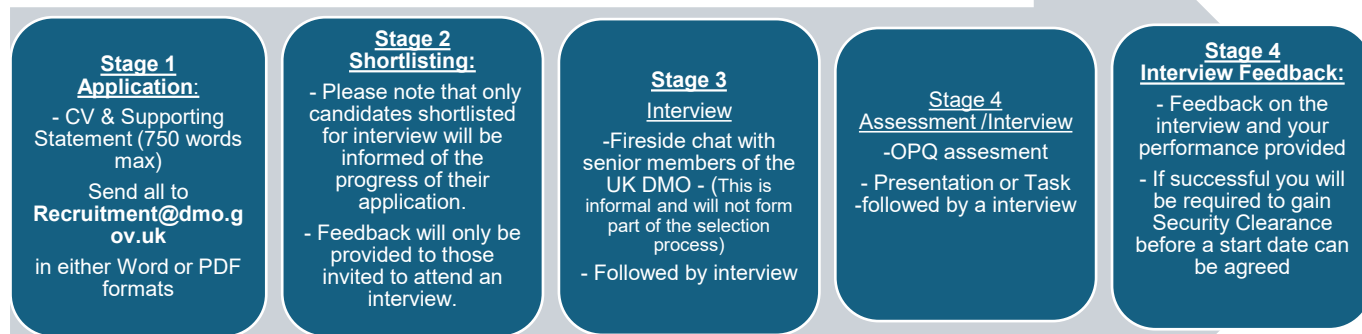
Behaviour-Communication and collaboration: Experience in presenting analytical findings to senior stakeholders and policy teams with ability to communicate complex financial and analytical concepts clearly to both technical and non-technical audiences.

Behaviour Working together- Strong interpersonal skills to build effective working relationships within and across teams, departments, and external stakeholders. Ability to foster a collaborative culture and work constructively with others to achieve shared goals.

Candidates – Please ensure your supporting statement and CV clearly demonstrate how you meet the Essential skills and criteria. The supporting statement and CV will be assessed.

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.

Application details

| Application details |

Stage 1
Application:
- CV & Supporting Statement (750 words max)
Send all to Recruitment@dmo.gov.uk
in either Word or PDF formats

Stage 2
Shortlisting:
- 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.

Stage 3
Interview
-Fireside chat with senior members of the UK DMO - (This is informal and will not form part of the selection process)
- Followed by interview

Stage 4
Assessment /Interview
-OPQ assesment
- Presentation or Task
-followed by a interview

Stage 4
Interview Feedback:
- Feedback on the interview and your performance provided
- If successful you will be required to gain Security Clearance before a start date can be agreed

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, explaining your motivation for the role and 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 stage of the recruitment process. Incomplete applications will not be reviewed.

AI

Artificial Intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and in the case of internal candidates you may be subject to disciplinary action. Please see our candidate guidance for more information on appropriate and inappropriate use.

Interview-

At interview, we will use the Civil Service Success Profiles framework to assess you against your Experience, Technical Skills, and the following Behaviours:

Behaviours:

- Seeing the big picture

- Making effective decisions

- Leadership

- Communicating & Influencing

- Working Together

- Developing self and others

There will be a **two**-stage interview process for this vacancy.

Stage 1: Shortlisted candidates will be invited to a Fireside Chat (informal and not part of the assessment), followed by a formal interview.

Stage 2: Candidates who are successful at 1st stage interview will be invited to 2nd stage interview, which will include Occupational Personality Questionnaire (OPQ) assessment (for which you will be given prior notice) a presentation/ or task followed by interview, further details will be provided nearer the time.

 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. A reserve list may be held for up to 12 months from which further appointments may be made for the same or similar roles.

Timetable

These dates are indicative and may be subject to change:

Applications close at 23:55 on 28th September 2025

Sifting W/C 29th September 2025

1st Stage interview W/C 6th October 2025

2nd Stage interview W/C 27th October 2025

Please note: feedback will only be provided if you attend an interview or assessment.

Working arrangements

Hours of work/Hybrid working

This post is 0.6 FTE*, equivalent to three days per week. *1 FTE is 36 hours per week, excluding lunch breaks, across five days. As this is a part time Co-head role you may be required to work on specific days to meet business needs. We are an operational business and delivery of our financing programme 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. At the current time, our expectation is for employees to work remotely for up to 40% of their time and a minimum of 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 needs.

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/