



Making a positive difference
for energy consumers

Role Profile

Role details

Role Title	Head of Data Management and Operations (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The Head of Data Management and Operations works as part of the Data & Digital Insights senior leadership team to support the operational running of data solutions allowing Ofgem to operate in an efficient and effective manner.

The role supports the provision of trusted data at the point of need and drives an efficiency and optimisation agenda, delivering change in a way which streamlines, standardises and embeds best data.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables

- Ensures enabling technology is fully utilised.
- Ensures data is available at the point of need for analytical consumption.
- Ensures data supports effective operations and straight-through processing.
- Provides domain leadership across core Master and Reference data objects.
- Delivers effective operational data services to Ofgem.
- Drives an efficiency and optimisation agenda.
- Engineers out poor-quality data across all data domains.
- Streamlines, standardises and embeds best practice to deliver sustained value realisation.

- Close collaboration with the other Product Hubs and DDaT teams to ensure the successfully delivery of Data solutions, Product Development and Change Programmes and projects.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) – (Generic)

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.• Deep understanding of how to ensure operational data processes provide quality, available data at a business level.• Experience of using master data management techniques to improve data quality and availability.• Strong, results-driven personality with a high level of enthusiasm, energy, and confidence.• Should be passionate and bring expertise in creating a data "discovery-driven" culture.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a digital and technology discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.

	<ul style="list-style-type: none">• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Managing a Quality Service

Delivering at Pace

Role Profile

Role details

Role Title	Head of Energy Sector Data Regulation (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

You will be responsible for leading Ofgem's programme of work, "Modernising Energy: Digitalisation" (MED). MED is a collaboration with BEIS and Innovate UK and it is Ofgem's strategic initiative for ensuring the effective digitalisation of the energy system and its services. You will define and monitor data & digitalisation policy and licence conditions for regulating the Energy Sector.

You will work across Ofgem's entire portfolio of regulatory rules, ensuring they adapt to Ofgem's stances on data and digitalisation. You will also work with MED programme partners and associated organisations providing regulatory support to innovation initiatives in the energy sector, particularly those that may require regulating in the future.

More widely, you will support and drive the modernisation of government services by collaborating with other regulators and government departments to realise an integrated approach to topics such as the cross-sector regulation of data and digitalisation. Through all this, you will work together with a broad church of professionals to maximise the delivery of benefits to consumers and for the Public Good from the digitalisation of the national energy system.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Deliver Ofgem's actions in our joint digitalisation strategy with BEIS and Innovate UK.
- Operate and refine Ofgem's regulatory stances on data and digitalisation.
- Integrate Ofgem's regulatory stances on data and digitalisation into its portfolio of regulatory rules.

- MED initiatives led by BEIS and Innovate UK benefit from your support.
- Cross-sector coordination of data and digitalisation regulations.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) – (Generic)

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.• Promoting the use of open data and the digitalisation of products/services.• Solid experience in the identification, set up and operation of new regulatory practices and processes.• Expert engagement and negotiating skills.• Strategic thinking and ability to translate big picture needs into practical actions.• Portfolio and knowledge management of a complex environment.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.

	<ul style="list-style-type: none">• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Behaviours

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Making a positive difference
for energy consumers

Role Profile

Role details

Role Title	Head of Engineering Systems & Policy (Team Manager / Principal Engineer)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks, and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.
- Leads on providing high quality engineering support to strategy and policy teams across Ofgem working on projects with a technical dimension, including:
 - Expert/specialist engineering advice and support.

Internal Only

- Detailed technical analysis and audits of licensee performance.
- Technical Quality Assurance of proposals put to ExCo & GEMA.
- Key focus on Engineering Systems and Technology to support:
 - Development of Net Zero Policy / Strategy.
 - Taking a 'whole system' approach to engineering the future energy system.
 - Evolution of system operators, markets, commercial tools and technology to deliver net zero, ensuring networks remain safe, operable and reliable.
 - Evolution of new technologies and innovation to enable the decarbonisation of Power, Heat and Transport.
- Leads on External Stakeholder management with relevant engineers in:
 - Network Operators, System Operators, Suppliers and Generators.
 - Innovation / Technology Companies & Engineering Supply Chain.
 - Engineering Trade Bodies & Government (BEIS/HSE).
- Leads on complex changes to Engineering Codes and Standards.
- Assesses company compliance with the technical requirements of codes, standards, licences, and legislation and dealing with non-compliance issues.
- Leads investigations into energy system incidents.
- Authors technical reports & guidance documents to support policy development.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.

Internal Only

- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in a specialist engineering role relevant to Ofgem's work, as demonstrated by proven record of high performance and substantial achievements in past positions – i.e., with network companies, generators, pipeline operators, technology companies etc.• Specialised technical knowledge associated with designing, building and operating gas and/or electricity networks.• Working knowledge and experience of the commercial and regulatory framework of the GB Gas & Electricity Industry.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.
Key Skills/ Capabilities Required	<ul style="list-style-type: none">• Engineering Degree, Membership of an accredited professional body and working towards Chartered Status.• Strong communications and stakeholder management skills with the ability to communicate complex technical concepts to senior leaders and non-technical policy leads.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.

	<ul style="list-style-type: none">• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Role Profile

Role details

Role Title	Head of Data Innovation (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

The Head of Data Innovation works as part of the Data & Digital Insights senior leadership team to support the development of digital and data solutions.

The role oversees identifying, prioritising, incubating and exploiting opportunities in the application of Data, Digital and Digitalisation techniques and technologies.

Lead a group of multi-disciplinary teams in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a significant programme of work on time, on budget and to a high standard through effective management and support of multiple teams.

Demonstrate exceptional inclusive people and enterprise leadership, ongoing professional development and commitment to Ofgem values.

Key Responsibilities:

Delivery of a significant programme of work, and managing and co-ordinating successful outcomes across teams, Ofgem and Professions

- Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.
- Accountable for agreeing and delivering on budget and resource requirements.
- Responsible for building diverse, flexible, multi-disciplinary teams to deliver work including effective scoping of work, setting of clear responsibilities for all team members and providing team members with support to deliver against objectives.
- Encourage and supports development of colleagues within professions and teams.
- Provides regular, fair and timely feedback to the Professions Office for relevant team members during their work assignment /deployment.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Effectively demonstrates appropriate diversity and inclusive approaches within their team and the wider organisation.

Key Outputs and Deliverables:

- Leads development of innovation activities using data and digitalisation tools and techniques.
- Embeds innovation processes throughout business units and links strategy execution with innovation.
- Aligns business strategies, enterprise transformation and data innovation opportunities strategies.
- Clearly defined and documented innovation processes.
- Supporting other digital leaders in establishing and maintaining a digital / technology architecture.
- Ensuring the development of the staff and addressing any skills gaps.

Contributes to development and delivery of Ofgem strategic priorities

- Contributes to development of Directorate and Ofgem strategic programmes and partners with senior leadership to prioritise work and resources to deliver effectively across Ofgem.
- Set the strategic direction of the function and provide intellectual leadership.
- Strategic workforce planning - working with the Deputy Director of Delivery & Schemes to recruit (through the Professions model), develop, and deploy staff within the function to meet the organisation's strategic priorities.
- Collaborate with other directorates (and the Professions) to identify business priorities and embed corporate processes.

Professional Development Lead (PDL) –

For those individuals with additional PDL responsibility:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Senior Leaders (including Directors, Deputy Directors and Workstream Managers).
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- GEMA.
- HR Staffers.
- Profession Officers.
- Corporate Functions (Finance, DDaT, HR etc).

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Strategic decision making and entrepreneurial mindset incl. rigorous (re)prioritisation, flexible mindset and ability to work iteratively.• Delivering results and promoting development by leading, energising and inspiring others.• Proven leadership and experience in delivering work within Data Innovation including the application of Artificial Intelligence tools and techniques.
Key skills/capabilities required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a data science or technical discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.• Excellent stakeholder management, communication and influencing skills.

	<ul style="list-style-type: none">• Digital product development experience, preferably with knowledge of software engineering.• Working and influencing at a senior level with a broad range of internal and external stakeholders from business users to digital specialists.
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Role Profile

Role details

Role Title	Head of Data Insights (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

The Head of Data Insights is senior leadership role in the analytics and insight team within Data & Digital function is at the core of delivering organisation wide insights to help accelerate robust decision making, drive consistency and enable self-service across Ofgem. Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

The Head of Data Insights will work as part of the analytics and insight team to design and develop high impact automated analytical solutions such as interactive analytics dashboards and innovative visualisations.

The Head of Data Insights will introduce and leverage modern data business intelligence and science techniques to deliver increased actionable insight and facilitate decision making. The role will be key in liberating and driving the value from Ofgem's data and to help solve the organisations biggest questions.

You will be a strategic partner throughout the business users' insight process, working with stakeholders to identify the most appropriate analytical solutions to answer their questions and translating them into end-to-end user experience designs to deliver actionable insight.

This role works closely with the Chief Analytics Officer to sets the priorities in defining and driving analytics and business intelligence initiatives. This includes assessing the current state of data and analytics capabilities, supporting the development of an analytics strategy and roadmap, working with the DDaT function to develop data infrastructure, and identifying new opportunities.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.

- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Delivery of high impact automated business intelligence and analytical solutions that leverage data as a strategic asset.
- Automated analytical solutions for the presentation, analysis and tracking of core/key organisational metrics (KPIs) that establish a consistent, coherent approach to data throughout the organization to tie analytics into all Ofgem functions.
- Development of approaches/solutions where analytics results can be delivered directly to business users, allowing them to identify trends and insights, freeing data specialists from mundane queries and reporting.
- A culture that promotes data-driven decisions backed by investigation and collaboration around data.
- Measurement of the benefit and effectiveness of analytics initiatives.
- Delivery of a central service for sourcing external analysis to ensure quality, traceability, timeliness, usability, and cost-effectiveness.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL)-

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none"> • Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions. • Proven aptitude for leadership, e.g., through formal or informal management of others. • Extensive experience working collaboratively with diverse colleagues. • Solid grounding in applied data science (Applied statistics and AI/ML). • Keen understanding of business objectives and ability to apply this understanding to recommend and deliver analytical solutions for difficult and complex technical issues. • Ability to share information across business functions. • Develop solutions which focus on how to successfully extract insight from internal and external Ofgem Data. • Highly developed consultancy skills, including facilitation, structuring complex arguments, solving complex problems and analytical skills. • Effective communication skills – focusing on the ability to explain and present complex technical issues clearly and confidently to a non-technical audience. • Strong, results-driven personality with a high level of enthusiasm, energy, and confidence. • Passion and expertise in creating a data "discovery-driven" culture.
Key Skills/Capabilities Required	<ul style="list-style-type: none"> • Educated to Degree level or (or equivalent experience) in a digital and technology discipline. • Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics. • Accountable for agreeing, managing and delivering budget and resource requirements.

	<ul style="list-style-type: none">• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Role Profile

Role details

Role Title	Head of Insights Data Architecture (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The Head of Ofgem Insights Data Architecture is senior leadership role in the Insights Data Architecture team within Data & Digital function and is pivotal to delivering an analytical data architecture that aligns to business needs to enable insight, accelerate robust decision

making, drive consistency and deliver real value from the data Ofgem holds now and will in the future.

The Head of Ofgem Insights Data Architecture will work as part of the Data and Digital Insights team to source, design, organise and present data for the purpose of insight and analytics to the D&DI team, general data users and functional data experts.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

This role is key to achieving Ofgem's data vision and strategy:

- Creating and overseeing the data architectural designs required for Ofgem's data and insights modernisation.
- In support of creating a knowledge base of data that is available and fit for purpose for differing analytical activities.
- In support of data orientated solutions and services that focus on Ofgem's analytical activities including market data collection, aggregation, analytics and Business.

- Intelligence, Management Information reporting and integrated analytical activities across the organisation.
- In support of analytical data architecture that delivers on “Speed, Ease and Certainty’ and that “Protects, Promotes and Provides” analytical insights to deliver improved analytical efficiency and effectiveness.
- In support of achieving cost efficiencies in targeted areas e.g., common analytical data architecture.
- Prioritise the design and development of capabilities in analytical data architecture and use of existing and state-of-the-art technologies in support of improved Organisation, Customer and Sector analytical data use.
- In support of liberating and driving the value from Ofgem's data to help solve the organisations biggest questions.

This role works closely with the Chief Data Insights Architect and Energy Systems Architect and DDaT Architecture teams to sets the priorities in defining and driving architectural initiatives. This includes assessing the current state architecture and supporting the development of a data architecture strategy and roadmap.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members’ professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member’s performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions• Proven aptitude for leadership, e.g., through formal or informal management of others• Extensive experience working collaboratively with diverse colleagues• Demonstrable track record in business environments in Data Modelling for Analytics, Architecture and Engineering solutions• Keen understanding of business objectives and ability to apply this understanding to recommend and deliver architectural solutions for difficult and complex technical issues.• Ability to define architectural requirements in the design and production use of Data Products and Services.• Highly developed consultancy skills, including facilitation, structuring complex arguments, solving complex problems and analytical skills.• Effective communication skills – focusing on the ability to explain and present complex technical issues clearly and confidently to a non-technical audience.
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	<ul style="list-style-type: none">• Strong, results-driven personality with a high level of enthusiasm, energy, and confidence.• Passion and expertise in creating a data "discovery-driven" culture.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a digital and technology discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Technical Analysis & Assurance (Team Manager / Principal Engineer)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks, and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.
- Leads on providing high quality engineering support to strategy and policy teams across Ofgem working on projects with a technical dimension, including:
 - Expert/specialist engineering advice and support.
 - Detailed technical analysis and audits of licensee performance.
 - Technical Quality Assurance of proposals put to ExCo & GEMA.
- Key focus on assessing Network Investment plans and evaluating performance against licence obligations, outputs and deliverables:
 - RIIO-2 Price Control Assessments and Reopeners.

Internal Only

- Onshore Electricity Transmission & Distribution.
- Offshore Transmission Networks/OFTOs/Interconnectors
- Gas Transmission and Distribution.
- Leads on External Stakeholder management with relevant engineers in:
 - Network Operators, System Operators, Suppliers and Generators.
 - Innovation / Technology Companies & Engineering Supply Chain.
 - Engineering Trade Bodies & Government (BEIS/HSE).
- Assesses company compliance with the technical requirements of codes, standards, licences and legislation and dealing with non-compliance issues.
- Leads investigations into energy system incidents.
- Authors technical reports & guidance documents to support policy development.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Internal Only

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in a specialist engineering role relevant to Ofgem's work, as demonstrated by proven record of high performance and substantial achievements in past positions – i.e., with network companies, generators, pipeline operators, technology companies etc.• Specialised technical knowledge associated with designing, building and operating gas and/or electricity networks.• Working knowledge and experience of the commercial and regulatory framework of the GB Gas & Electricity Industry.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.
Key Skills/ Capabilities Required	<ul style="list-style-type: none">• Engineering Degree, Membership of an accredited professional body and working towards Chartered Status.• Strong communications and stakeholder management skills with the ability to communicate complex technical concepts to senior leaders and non-technical policy leads.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.

	<ul style="list-style-type: none">• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Role Profile

Role details

Role Title	Retail and Financial Resilience & Controls Advisory (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Plan, coordinate, oversee, and manage the work of Retail and Financial Resilience & Controls (FRC) within Regulatory Finance.
- Take a lead on the development, policy direction, implementation and monitoring of FRC.
- Ensure that we have the right financial reporting required for the Retail sector, through both the CSS and request for information.
- Develop and maintain how we manage financial data reported by suppliers; and to present the findings clearly and effectively to a wide internal or external audience.
- Engage effectively with a wide range of stakeholders, both internally (directors, deputy directors and team heads across multiple teams) and externally (suppliers).

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

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Making a positive difference
for energy consumers

Role Profile

Role details

Role Title	Head of Commercial Advisory (Team Manager)
Level	Level 2
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Plan, coordinate, oversee, and manage the work of the Commercial function within Regulatory Finance.
- Provide a detailed knowledge of the relevant regulatory frameworks and commercial developments across offshore transmission, electricity interconnectors, and the retail market.
- Use the relevant regulatory, accounting, and financial principles; financial structures (including corporate and project finance); and financial instruments (including commercial loans, private placements, public bonds, and swaps) required for the Commercial Function.
- Build, maintain, and operate financial models; to perform complex analytical tasks; and to present the findings clearly and effectively to a wide internal or external audience.
- Engage effectively with a wide range of stakeholders, both internally (directors, deputy directors and team heads across multiple teams) and externally (OFTO licensees, bidders and developers; interconnector licensees and developers; senior management of energy suppliers).

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.

- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads .
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.

- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised or working towards a finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

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Role Profile

Role details

Role Title	Head of Analytical Quality Assurance (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables

- Developing and delivering future strategy for the Analytical Quality Assurance function and inspiring the team to deliver the best possible analysis.
- Acting as a visible leader through building strong, effective relationships and collaborating with senior partners across Ofgem to identify opportunities, deliver change and increase the impact of the Analytical Quality Assurance team.
- Creating a culture of a user-focused approach to delivering the objectives of the Analytical Quality Assurance team and ensuring this is responsive to emerging priorities.
- Keeping up to date with and widely socialising (within Ofgem) analytical best practice in terms of process, methods, and government guidance with the aim of improving analytical quality and establishing transparency and consistency in the analysis used to inform decisions.
- Ensuring first-class and timely quality assurance of Ofgem's important analysis, including impact assessments. This includes making sure that the quality assurance process is incorporated at the start of policy and regulatory projects/decisions.
- Ensuring the Economics and Research function is focused on tackling the most pressing strategic analytical issues by developing a network of contacts around Ofgem, government, academia, think tanks, and other relevant stakeholders.
- Working in close partnership with the other team heads in Economics and Research and the wider Analytical and Assurance directorate to ensure a coherent work programme that supports delivery of stronger analytical best practice, standards and building of expertise.
- Drafting clear and concise documents, including briefing, reports, and management papers.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.

- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none"> • Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions. • Proven aptitude for being an excellent, dynamic leader and people manager who can set clear direction and achieve a strong culture of continuous improvement. • Experienced analytical leader working at pace to quality assure multiple analytical outputs that improve the strength of the evidence needed by decision-makers. This should include coordinating with colleagues from different analytical professions and non-analysts. • Demonstrate strong analytical skills and ability to weigh up sources of evidence to challenge and improve use of evidence, formulate pragmatic solutions, considering delivery viability throughout. • A track record of communicating complex or technical subject matter to technical and non-specialist colleagues or stakeholders. • You will have strong collaboration skills and a track record of building relationships with diverse colleagues at all levels to shape direction and agree priorities.
Key Skills/Capabilities Required	<ul style="list-style-type: none"> • Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics. • Accountable for agreeing, managing and delivering budget and resource requirements. • Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Analytical Strategy and Development (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Developing and delivering future strategy for the Analytical Strategy and Development function and inspiring the team to deliver the best possible analysis.
- Acting as a visible leader through building strong, effective relationships and collaborating with senior partners across Ofgem to identify opportunities, deliver change and increase the impact of the Analytical Strategy and Development team.
- Creating a culture of a user-focused approach to delivering the objectives of the Analytical Strategy and Development team and ensuring this is responsive to emerging priorities.
- Developing analytical frameworks and driving their use across the organisation to establish transparency and consistency in the analysis used to inform decisions.
- Delivering high-quality research to inform regulatory decisions.
- Ensuring the Economics and Research function is focused on tackling the most pressing strategic analytical issues by developing a network of contacts around Ofgem, government, academia, think tanks, and other relevant stakeholders.
- Working in close partnership with the other team heads in Economics and Research and the wider Analytical and Assurance directorate to ensure a coherent work programme that supports delivery of stronger analytical best practice, standards and building of expertise.
- Drafting clear and concise documents, including briefing, reports, and management papers.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for being an excellent, dynamic leader and people manager who can set clear direction and achieve a strong culture of continuous improvement.• Experienced analytical leader working at pace to deliver multiple cross-cutting analytical projects that improve capability and provide the evidence needed by decision-makers. This should include coordinating with colleagues from different analytical professions and non-analysts.• Demonstrate strong analytical skills and ability to weigh up sources of evidence to formulate pragmatic options, considering delivery viability throughout.• A track record of communicating complex or technical subject matter to technical and non-specialist colleagues or stakeholders.• You will have strong collaboration skills and a track record of building relationships with diverse colleagues at all levels to shape direction and agree priorities.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.

	<ul style="list-style-type: none">• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Role Profile

Role details

Role Title	Head of Consumer Insights and Behavioral Science (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Developing and delivering future strategy for the Consumer Insights and Behavioural Science function and inspiring the team to deliver the best possible analysis.
- Acting as a visible leader through building strong, effective relationships and collaborating with senior partners across Ofgem to identify opportunities, deliver change and increase the impact of the Consumer Insights and Behavioural Science team.
- Creating a culture of a user-focused approach to delivering the objectives of the Consumer Insights and Behavioural Science team and ensuring this is responsive to emerging priorities.
- Developing a programme of research and behavioural insights projects to advise future regulatory decisions, coordinating with external parties as appropriate. This will include horizon scanning to explore future trends the implications for current policy.
- Improving the organisation's understanding of consumer research and behavioural insights and driving their use across the organisation to strength the effectiveness of regulatory decisions.
- Ensuring the Economics and Research function is focused on tackling the most pressing strategic analytical issues by developing a network of contacts around Ofgem, government, academia, think tanks, and other relevant stakeholders.
- Working in close partnership with the other team heads in Economics and Research and the wider Analytical and Assurance directorate to ensure a coherent work programme that supports delivery of stronger analytical best practice, standards and building of expertise.

- Drafting clear and concise documents, including briefing, reports, and management papers

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none"> • Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions. • Proven aptitude for being an excellent, dynamic leader and people manager who can set clear direction and achieve a strong culture of continuous improvement. • Experienced analytical leader working at pace to deliver multiple consumer and behavioural insights projects that improve capability and provide evidence needed by decision-makers. This should include coordinating with colleagues from different analytical professions and non-analysts. • Demonstrate strong analytical skills and ability to weigh up sources of evidence to provide a clear and coherent narrative and formulate pragmatic advice, considering delivery viability throughout. • A track record of communicating complex or technical subject matter to technical and non-specialist colleagues or stakeholders. • You will have strong collaboration skills and a track record of building relationships with diverse colleagues at all levels to shape direction and agree priorities.
Key Skills/Capabilities Required	<ul style="list-style-type: none"> • Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics. • Accountable for agreeing, managing and delivering budget and resource requirements.

	<ul style="list-style-type: none">• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.
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Role Profile

Role details

Role Title	Head of Cost of Capital and Debt Advisory (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Lead on the determination of cost of capital for price controls; in relation to the cost of equity, cost of debt and gearing.
- Lead on the assessment of finance ability finance proposals for price controls, including engagement with rating agencies and City analysts.
- Lead on any analysis required to support the development of competitive regimes for offshore and onshore transmission.
- Be the focal point for cost of capital and debt advisory for internal and external audiences.
- Be the focal point for technical advice relating to cost of debt and equity, gearing, rating agencies or finance ability.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.

- Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers .

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Finance Policy Development (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Lead on the determination of regulatory finance policy for price controls.
- Lead on the regulatory finance policy required to inform the network charging regime.
- Lead on any analysis required to support the development of regulatory finance policy.
- Be the focal point for regulatory finance policy for internal and external audiences.
- Be the focal point for technical advice relating to regulatory finance policy.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

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Role Profile

Role details

Role Title	Head of Regulatory Finance Reporting (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Developing new reporting processes/templates. Ensuring all reporting deliverables (new RIGs, associated documents, licence conditions and any models/templates) required for the new price control(s) are developed, consulted on and delivered in time to be populated by networks for their first submissions. This includes improving and changing existing processes and templates as well as introducing new ones to enact new policy decisions.
- On-going monitoring. Ensuring the companies' on-going reporting obligations are met for ED1 and RIIO-2 (i.e., managing the RIGs, updating and maintaining/modifying the PCFM and PCFH to reflect latest licence modifications and other general updates and workstreams that feed into the AIP).
- Managing the AIP, which involves reviewing & correcting numerous company submissions through each dry run to enable the correct calculation and publication of Allowed Revenue.
- Team management. Managing the workflow and resourcing of the reporting function to deliver work and support wider reg finance. As well as ensuring the well-being and professional development/progression of team members. This also includes, training new members of staff, ensuring knowledge and processes are documented to increase capacity for the reporting function and wider reg finance team.
- Ad-hoc support to the wider reg finance team and wider Ofgem where necessary – e.g., CMA appeals.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.

- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.

- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Investor Relations (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Create and deliver an Investor Relations strategy that aligns with the Ofgem's strategic goals and outputs with a focus on building and maintaining investor trust and confidence.
- Identify key decisions and/publications (external and internal) and advise on how to communicate including the consideration of market sensitive information and potential market reactions.
- Devise a plan for engagement with the investment community through either Ofgem hosted events or by participating at external events.
- Facilitate relationships with senior-level city advisor(s) to ensure high quality advice and insight to Ofgem's senior management group.
- Organise events including city briefings, meetings with investors.
- Communicate continuously with policy colleagues across all levels to ensure full understanding of Ofgem policies and decisions and identifying those which are of particular interest to investors.
- Keep close contact with key players in the investment community including buy side, sell side and rating agency in both equity and credit markets and other investor related groups such as private equity and infrastructure investors.
- Maintain an acute sense of sensitivities to ensure clarity of message and understanding of market sentiment and keeping senior management well informed of investor feedback and concerns.
- Identify trends in enquiries and alert senior management and colleagues.
- Raise awareness for various types of ownership of utility companies including public and private equity, public and private debt and other market structured arrangements.

- Fully participate in the Communications team regular meetings to ensure full awareness of all relevant publications and media coverage.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism of Investor Relations, as demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Deep knowledge of and access to equity and debt investors in UK utility assets, ideally both public and private investors.• Experience of building external relationships at all levels, particularly with the investment community.• Strong knowledge of Ofgem's activities, including broad working knowledge of the UK's political/regulatory landscape and the energy industry.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Strategic Financial Planning (Team Manager)
Level	Level 2
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Lead on the strategic planning for Regulatory Finance that aligns with Ofgem's priorities.
- Specifically lead on the strategic planning for network price controls, working closely with the Networks Directorate.
- Ensure that the Regulatory Finance resourcing plan is maintained and up to date, working closely with the Regulatory Finance leadership
- Identify the resourcing required to support the delivery of Regulatory Finance outputs, working closely with the PDL.
- Engage effectively with a wide range of stakeholders, both internally (across Directorates) and externally to help develop the Regulatory Finance strategic plan.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Data Governance (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The Head of Data Governance and Quality is pivotal to ensuring Ofgem manages/governs its information and data in regulatory compliant and consistent way.

The role is responsible for developing and establishing a data governance strategy, associated data governance framework and a new data governance team that will facilitate the availability, usability, integrity, and regulatory compliance of Ofgem's data.

More widely, the role will support and drive the modernisation and use of data and information across Ofgem. Ensuring speed ease and certainty of the data Ofgem uses by collaborating with other Ofgem directorates, government departments and the wider energy market.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

Note: This is not an exhaustive responsibility list.

- Create, lead a new Ofgem internal data governance team.
- Create and deliver an enterprise data governance strategy, framework, and implementation roadmap.
- Implement best practice data governance frameworks, policies, and procedures.
- Promote & share data governance best practice throughout Ofgem and educate data stakeholders & data owners.
- Works alongside the Energy Sector Regulatory Data team to create a holistic strategy for improving data across the energy sector, representing the regulatory needs for data.

- Works alongside CISO and DPO functions to align data governance with information security and data protection practices.
- Create a culture where all stakeholders seamlessly exploit the benefits of the new data governance framework and manage data appropriately.
- Lead the data governance board & facilitate all data governance committees, forums, and steering groups.
- Keep up to date on the latest data governance innovation and highlight opportunities to adopt them, where they exist.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.

- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.• Strong background in developing and delivering modern/innovative Data Governance Strategies and Data Governance Frameworks.• Strong Background in creating and maintaining data policies, controls, processes, and standards.• Strong background in ensuring data governance monitoring and compliance.• Strong background in Data Quality improvement.• In-depth understanding of data regulation I.e., GDPR and DPA.• Ability to 'sell' the benefits of 'good' data governance within Ofgem, wider government and to key external stakeholders.
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Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.• Excellent conflict management skills.
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Role Profile

Role details

Role Title	Head of Financial Modelling (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

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Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Responsible for managing the overall modelling and data environment for price controls and related analysis.
- Responsible for maintaining and improving the modelling and data environment.
- Lead on development of models and processes to help streamline and improve the quality of our analysis.
- Lead financial modelling work to develop and improve modules and manage the modelling and data analysis environment.
- Champion best practice thinking on financial modelling design and use within Ofgem.
- Develop a systematic approach to handling data to facilitate more efficient and timely processes and higher quality of analysis and decisions.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.

- Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism of financial modelling, as demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Have a proven understanding of information, data, and content in a digital environment.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

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Role Profile

Role details

Role Title	Head of Digital Product Strategy (Workstream Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for consumers and great for the environment.

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Purpose

The Head of Digital Product Strategy works as part of the Data & Digital Insights senior leadership team to support the development of digital solutions allowing Ofgem to operate in an efficient and effective manner.

The role oversees the solution leads for differing solution areas and sets the priorities in defining and driving digital solution developments. This includes assessing the current state of digital solutions, developing a digital product strategy, working with the Data

Digital and Technology (DDaT) function to lead and develop digital products, and creating and executing a roadmap for the function.

- Lead a group of multi-disciplinary teams in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a significant programme of work on time, on budget and to a high standard through effective management and support of multiple teams.
- Demonstrate exceptional inclusive people and enterprise leadership, ongoing professional development and commitment to Ofgem values.

Key Responsibilities:

Delivery of a significant programme of work, and managing and co-ordinating successful outcomes across teams, Ofgem and Professions

- Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.
- Accountable for agreeing and delivering on budget and resource requirements.
- Responsible for building diverse, flexible, multi-disciplinary teams to deliver work including effective scoping of work, setting of clear responsibilities for all team members and providing team members with support to deliver against objectives.
- Encourage and supports development of colleagues within professions and teams.
- Provides regular, fair and timely feedback to the Professions Office for relevant team members during their work assignment /deployment.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Effectively demonstrates appropriate diversity and inclusive approaches within their team and the wider organisation.

Key Outputs and Deliverables:

- Delivery of high impact digital solutions that improve the operational efficiency and effectiveness of Ofgem's business process.
- Automated solutions for Workflow, CRM, Regulation, Knowledge Management and Data systems that establish a consistent, coherent approach to digital solutions throughout all Ofgem functions.
- Clearly defined and documented specific digital product policies and standards.
- Oversee the active delivery of Digital Products.

Internal Only

- Ensuring best practice is adopted and embraced for all elements of Delivery Management, Product, PMO, Business Analysis and Process.
- Supporting other digital leaders in establishing and maintaining a digital / technology architecture.
- Ensuring the development of the staff and addressing any skills gaps.
- Close collaboration with the other Hubs and teams to ensure the successfully delivery of Product Development and Change Programmes and projects.

Contributes to development and delivery of Ofgem strategic priorities

- Contributes to development of Directorate and Ofgem strategic programmes and partners with senior leadership to prioritise work and resources to deliver effectively across Ofgem.
- Set the strategic direction of the function and provide intellectual leadership.
- Strategic workforce planning - working with the Deputy Director of Delivery & Schemes to recruit (through the Professions model), develop, and deploy staff within the function to meet the organisation's strategic priorities.
- Collaborate with other directorates (and the Professions) to identify business priorities and embed corporate processes.

Professional Development Lead (PDL) –

For those individuals with additional PDL responsibility:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Internal Only

Key Stakeholder Relationships

Internal

- Senior Leaders (including Directors, Deputy Directors and Workstream Managers).
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- GEMA.
- HR Staffers.
- Profession Officers.
- Corporate Functions (Finance, DDaT, HR etc).

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Strategic decision making and entrepreneurial mindset incl. rigorous (re)prioritisation, flexible mindset and ability to work iteratively.• Delivering results and promoting development by leading, energising and inspiring others.• Proven leadership in delivering work across breadth of Ofgem and/or energy sector.• Proven experience in Digital Product strategy, Delivery Management and PMO , Product Management, Process Improvement, Quality Management and Continuous Improvement and Business Analysis and Architecture in a complex regulatory environment.• Proven expertise in performance managing multi-functional teams to implement complex programmes.
Key skills/capabilities required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

	<ul style="list-style-type: none">• Excellent stakeholder management, communication and influencing skills.• Digital product development experience, preferably with knowledge of software engineering.• Extensive experience in software development, IT, Cloud infrastructure projects.• Educated to Degree level or (or equivalent experience) in a digital and technology discipline, with professional certification/training in Product Management, Portfolio Management and Delivery management techniques (for example, Agile, Prince2, Lean etc) / or equivalent demonstration of disciplines / techniques.• Working and influencing at a senior level with a broad range of internal and external stakeholders from business users to digital specialists.
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Role Profile

Role details

Role Title	Head of Data Science (Workstream Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for consumers and great for the environment.

Ofgem has a culture of inclusion that encourages, supports, and celebrates the diverse voices of our colleagues. It fuels our innovation and connects us closer to the consumers and the communities we serve. Everyone is welcome—as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The Head of Data Science works as part of the Data & Digital Insights senior leadership team to support the development of digital and data solutions.

The role oversees the application of mathematics, statistics, data mining and predictive modelling techniques to gain insights, predict behaviours and generate value from data.

- Lead a group of multi-disciplinary teams in the context of operating in a Professions and Flexible Resourcing model.

- Plan, oversee and deliver a significant programme of work on time, on budget and to a high standard through effective management and support of multiple teams.
- Demonstrate exceptional inclusive people and enterprise leadership, ongoing professional development and commitment to Ofgem values.

Key Responsibilities:

Delivery of a significant programme of work, and managing and co-ordinating successful outcomes across teams, Ofgem and Professions

- Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.
- Accountable for agreeing and delivering on budget and resource requirements.
- Responsible for building diverse, flexible, multi-disciplinary teams to deliver work including effective scoping of work, setting of clear responsibilities for all team members and providing team members with support to deliver against objectives.
- Encourage and supports development of colleagues within professions and teams.
- Provides regular, fair and timely feedback to the Professions Office for relevant team members during their work assignment /deployment.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Effectively demonstrates appropriate diversity and inclusive approaches within their team and the wider organisation.

Key Outputs and Deliverables:

- Directs the creation and review of a cross-functional, enterprise-wide approach and culture for generating value from data science.
- Drives the identification, evaluation and adoption of data science capabilities to transform Ofgem's organisational performance and regulatory practices and outcomes.
- Leads the provision of the Ofgem's data science capabilities.
- Ensures that the strategic application of data science is embedded in Ofgem's governance and leadership.
- Aligns business strategies, enterprise transformation and data science and analytics strategies.
- Clearly defined and documented specific data science policies and standards.
- Supporting other digital leaders in establishing and maintaining a digital / technology architecture.
- Ensuring the development of the staff and addressing any skills gaps.

Contributes to development and delivery of Ofgem strategic priorities

- Contributes to development of Directorate and Ofgem strategic programmes and partners with senior leadership to prioritise work and resources to deliver effectively across Ofgem.
- Set the strategic direction of the function and provide intellectual leadership.
- Strategic workforce planning - working with the Deputy Director of Delivery & Schemes to recruit (through the Professions model), develop, and deploy staff within the function to meet the organisation's strategic priorities.
- Collaborate with other directorates (and the Professions) to identify business priorities and embed corporate processes.

Professional Development Lead (PDL) –

For those individuals with additional PDL responsibility:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Senior Leaders (including Directors, Deputy Directors and Workstream Managers).
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- GEMA.
- HR Staffers.

- Profession Officers.
- Corporate Functions (Finance, DDaT, HR etc).

External

- Other Government Departments.
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Strategic decision making and entrepreneurial mindset incl. rigorous (re)prioritisation, flexible mindset and ability to work iteratively.• Delivering results and promoting development by leading, energising and inspiring others.• Proven leadership and experience in delivering work within Data Science.
Key skills/capabilities required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a data science discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.• Excellent stakeholder management, communication and influencing skills.• Digital product development experience, preferably with knowledge of software engineering.• Working and influencing at a senior level with a broad range of internal and external stakeholders from business users to digital specialists.

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Role Profile

Role details

Role Title	Head of	Head of Regulatory Finance Policy (Workstream Manager)
Level		Level 3
Directorate		Analysis & Assurance
Location		London/Glasgow/Cardiff
Number of positions & contract types		Permanent (Flexible/Part-time/Jobshare will be considered)
Approach		External

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Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Lead on policy development for the determination of cost of capital for price controls; in relation to the cost of equity, cost of debt and gearing.
- Lead on the development of policy relating to finance ability finance proposals for price controls, including engagement with rating agencies and City analysts.
- Lead on policy support relating to cost of capital in the development of competitive regimes for offshore and onshore transmission.
- Lead on the policy development for Regulatory Finance, including future system operator and low carbon RAV.
- Be the expert for cost of capital and finance ability for internal and external audiences and be the focal point for technical advice relating to cost of capital and finance ability.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team managers and members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team managers and members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.

- Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Team Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Departments.

- Other Regulators, including the UK Regulators Network.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have extensive experience of the regulatory and economic environment, including expert understanding of cost of capital.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

Seeing the Big Picture

Making Effective Decisions

Leadership

Developing self and others

Delivering at Pace

Working Together

Role Profile

Role details

Role Title	Head of Regulatory Finance Operations (Workstream Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	External

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities:

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables:

- Lead on the overall ongoing development and monitoring of financial reporting for network price controls.
- Lead on the overall ongoing development and monitoring of the current and future retail market.
- Lead on the overall management of the commercial function, including offshore transmission, electricity interconnectors, and the retail market.
- Be the expert and focal point for financial reporting and the commercial function.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team managers and members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team managers and members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360-degree feedback to PDLs.

Professional Development Lead (PDL) –

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches' staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360-degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers.
- Team Managers.
- Experts/Technical Specialists.
- Heads of Professions.
- Professional Development Leads.
- HR Staffers.
- Profession Officers.

External

- Other Government Department's
- Other Regulators.
- Regulator counterparts, consultants, academia, and think tanks (as appropriate).
- Energy Sector.

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Have a recognised finance qualification, e.g., CCAB, CFA, MSc Finance or have relevant finance or commercial experience, that can be demonstrated by proven record of high performance and substantial achievements in past positions.• Extensive experience working collaboratively with diverse colleagues.• Have extensive experience of the regulatory and economic environment.• Have experience in the process of developing and managing a range of options and decisions that aligns with your organisation's priorities.• Ability to process and communicate complex information and data.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

Seeing the Big Picture

Making Effective Decisions

Leadership

Developing self and others

Delivering at Pace

Working Together



Making a positive difference
for energy consumers

Role Profile

Role details

Role Title	Senior Analytical Profession Coordinator
Level	3
Division and Directorate	Analysis and Assurance
Location	London or Glasgow
Number of positions & contract types	1 Permanent

Purpose

As the regulator of energy in Great Britain, our focus is on protecting the consumers of today alongside the need to build the energy system of the future. To do this, Ofgem is moving to a new and exciting way of working. We need organised, resourceful and impactful people to help lay the foundations for the Analysis and Economics Profession's role in this new model.

Key Responsibilities

- Report to the Deputy Director Analysis Profession.
- Potential to line manage one or more Band C Coordinators.
- Responsible for ensuring high quality and timely delivery of projects and analysis.
- Potential to manage external contractors or advisors.
- Participate in Ofgem's economist recruitment activities
- Help develop thinking, approaches and tools on recruitment, career progression and community building within the Analysis and Economics Profession.
- Consult with stakeholders in the Analysis and Economics Profession, other professions, and in other teams across Ofgem.
- Work closely with current members of the team.
- Lead on D&I within the Analytical profession.

Key Outputs and deliverables

Specific outputs and deliverables will depend upon positions, but may include:

- Lead on one or more areas of Analysis and Economics Profession development.
- Lead on processes for work force planning and work closely with HR and Internal Teams.

- Lead on Learning & Development of the Analytical Community through Technical Skills and Behavioural Skills and work closely with Learning & Development Team.
- Lead on Recruitment Campaigns for the Analytical Profession for the Organisation and work closely with the Resourcing Team.
- Lead on Career Progression and Talent Management for the Analytical Profession.
- Lead on organising Events for the Analytical Profession to facilitate knowledge sharing and career enhancement.

Key stakeholder relationships

You will be expected to establish strong stakeholder relationships both internally and externally. External Stakeholders are likely to include senior decision-makers in government and other regulators. You would be expected to:

- Develop good working relationships at working level and at senior management level across the organisation.
- Build a network of contacts both internally and externally, to share knowledge, experience and good practice on the analysis profession.
- Participate in the network of analysts at Ofgem to contribute to the coherence and robustness of our analysis.
- At internal and external meetings ensure that our analytical profession is well represented and understood.
- Ensure that perspectives of key stakeholders have been fairly considered.
- Communicate effectively to stakeholders and manage sensitivities associated with messaging.

Specific skills and capabilities

Essential:

- Educational Qualification: A Degree / Equivalent Qualification /Expertise in Human Resources or a related profession.
- Excellent Planning, Organising and Interpersonal Skills.
- Strong Influencing Skills and Proven Experience of influencing outcomes within organisations.
- Demonstrable expertise in delivering large – scale, cross – organisation projects.
- Ability to focus on the bigger picture while effectively managing fast paced projects and paying attention to detail.
- Experience of managing and working effectively with diverse sets of stakeholders.
- Ability to respond to changing priorities, deadlines and timescales in a fast-paced environment.
- Strong project management skills.

Desirable:

- Experience of internal communications.
- Experience within a Learning and Development role.
- Experience of managing people.

Behaviours

Seeing the Big Picture.
Making Effective Decisions.
Communicating and Influencing.
Delivering at Pace.
Leadership.

Role Profile

Role details

Role Title	Senior Manger Data Operations (Team Manager)
Level	Level 2
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are gret for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The senior manager for Data Operations works as part of the Data & Digital Insights Data Operations senior leadership team to support the operational running of data solutions allowing Ofgem to operate in an efficient and effective manner.

The role supports the provision of trusted data at the point of need and drives an efficiency and optimisation agenda, delivering change in a way which streamlines, standardises and embeds best data.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities: (Generic)

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables (Specific to the role)

- Ensures enabling technology is fully utilised.
- Ensures data is available at the point of need for analytical consumption.
- Ensures data supports effective operations and straight-through processing.
- Provides domain leadership across core Master and Reference data objects.
- Delivers effective operational data services to Ofgem.
- Drives an efficiency and optimisation agenda.
- Engineers out poor-quality data across all data domains.
- Streamlines, standardises and embeds best practice to deliver sustained value realisation.

- Close collaboration with the other Product Hubs and DDaT teams to ensure the successfully delivery of Data solutions, Product Development and Change Programmes and projects.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360 degree feedback to PDLs.

Professional Development Lead (PDL) – (Generic)

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360 degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.

- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers
- Experts/Technical Specialists
- Heads of Professions
- Professional Development Leads
- HR Staffers
- Profession Officers

External

- Other Government Departments
- Other Regulators
- Regulator counterparts, consultants, academia, and think tanks (as appropriate)
- Energy Sector

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.• Deep understanding of how to ensure operational data processes provide quality, available data at a business level.• Experience of using master data management techniques to improve data quality and availability.• Strong, results-driven personality with a high level of enthusiasm, energy, and confidence.
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	<ul style="list-style-type: none">• Should be passionate and bring expertise in creating a data "discovery-driven" culture.
Key Skills/Capabilities Required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a digital and technology discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.• Educated to degree level [or equivalent].

Behaviours

Seeing the Big Picture

Changing and Improving

Making Effective Decisions

Leadership

Communicating and Influencing

Working Together

Developing Self and Others

Managing a Quality Service

Delivering at Pace

Role Profile

Role details

Role Title	Head of Energy Systems Data Architecture (Team Manager)
Level	Level 3
Directorate	Analysis & Assurance
Location	London/Glasgow/Cardiff
Number of positions & contract types	Permanent (Flexible/Part-time/Jobshare will be considered)
Approach	Internal

Ofgem works on behalf of energy consumers to ensure that every household and business in the UK can rely on a safe, affordable and environmentally sustainable energy supply. We are playing a vital part in accelerating the transition to Net Zero and a carbon neutral energy system – a goal that everyone wants to achieve. Whatever your role, you'll be playing your part in creating new energy solutions that are great for customers, and great for the environment.

Ofgem has a culture of inclusion that encourages, supports and celebrates the diverse voices and experiences of our colleagues. It fuels our innovation and helps ensure we can best represent the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

Purpose

The Head of Energy Systems Data Architecture is a senior role in the Insights Data Architecture team within Data & Digital function and is pivotal to delivering Ofgem's "Modernising Energy: Digitalisation" (MED) programme of work.

MED is a collaboration with BEIS and Innovate UK and it is Ofgem's strategic initiative for ensuring the effective digitalisation of the energy system and its services.

The role will work with colleagues inside Ofgem and across the Energy Sector to identify and define the MED data architecture which aligns to the need to monitor data & digitalisation policy and licence conditions for regulating the Energy Sector.

The role works across Ofgem's entire portfolio of regulatory initiatives, ensuring they adapt to Ofgem's external architectural stances on data and digitalisation.

The role will also work with MED programme partners and associated organisations providing data architecture support to innovation initiatives in the energy sector, particularly those that may require regulating in the future.

More widely, the role will support and drive the modernisation of government data architecture service by collaborating with other regulators and government departments to realise an integrated data architecture approach to topics such as the cross-sector regulation of data and digitalisation.

- Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.
- Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.
- Provide inclusive team leadership by supporting and developing team members and demonstrating commitment to Ofgem values.

Key Responsibilities: (Generic)

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams:

- Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.
- Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.
- Jointly responsible with the PDL on welfare and pastoral care of all colleagues.
- Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables (Specific to the role)

- Supporting the identification of long-term investment plans across the energy sector in collaboration with other government departments.
- Shape, Define, and deliver the data architecture vision and roadmap in support of the MED programme with BEIS and Innovate UK.
- Create an analytical data landscape of all MED data available identifying constraints, quality, and access methods for Ofgem's use.
- Being the 'go to' person for understanding of data available across the sector and how that may be accessible to Ofgem.
- Identification and creation of analytical architectural components and services to meet internal and external needs.
- Accountable for ensuring the MED data architecture aligns with and improves Ofgem's data access and integration.
- Proactively seek opportunities for continuous improvement in access to new insight products and service offerings which could support Ofgem's regulatory goals.
- Identification and creation of analytical architectural components and services to meet internal and external needs.
- Work with the Chief Data and Insights architect to recruit skilled data architecture professionals to support key projects.

Setting-up and leading high-performing team based on effective resource management, ongoing support and professional development

- Manages effective and inclusive team resourcing and staff onboarding through close engagement with relevant Deputy Director, Workstream Managers, Heads of Professions, PDLs and HR Staffers to ensure best talent match to work needs.
- Helps team members deliver by building supportive, inclusive team environment based on trust-based relationships, transparency and inclusivity.
- Takes ownership for own and team members' professional development by:
 - Providing ongoing coaching and identification of development opportunities in regular performance conversations.
 - Supporting team member's performance evaluation through honest, fair, high quality 360 degree feedback to PDLs.

Professional Development Lead (PDL) – (Generic)

For those with the additional responsibility of Personal Development Lead, the remit will include but not be limited to:

- Mentors and coaches staff on personal and professional development in line with the professional standards and behavioural framework for their profession.
- Undertakes their PDL responsibilities in line with Ofgem's Diversity and Inclusion commitments, championing inclusivity in their approach.
- Collates 360 degree feedback from staff's colleagues in a thorough and timely manner holding colleagues to account for providing high quality feedback.
- Assesses feedback against the behavioural framework and recommends overall performance rating to the Head of Profession based on sound, constructive and inclusive evidence.
- Delivers high impact and empathetic performance conversations with staff for effective performance management including poor performers.
- Acts as first point of contact in the event of deployment disputes prior to escalation to the Head of Profession.
- Advises staff on deployment opportunities as needed.
- Supporting deployment choices, as part of flexible resourcing.
- Performance management and assessment.

Key Stakeholder Relationships

Internal

- Workstream and Portfolio Managers
- Experts/Technical Specialists
- Heads of Professions
- Professional Development Leads
- HR Staffers
- Profession Officers

External

- Other Government Departments
- Other Regulators
- Regulator counterparts, consultants, academia, and think tanks (as appropriate)
- Energy Sector

Role Requirements

Essential Criteria	<ul style="list-style-type: none">• Solid expertise/ capability in professional specialism, as demonstrated by proven record of high performance and substantial achievements in past positions.• Proven aptitude for leadership, e.g., through formal or informal management of others.• Extensive experience working collaboratively with diverse colleagues.• A Demonstrable track record in energy market environments in data/digitalisation data architecture.• A detailed understand of the purpose of the MED programme including policy and controls.• Evidence of working with/promoting the use of open data and the digitalisation of products/services.• Solid grounding in Analytical Data architecture and associated technical disciplines.• Keen understanding of business objectives and ability to apply this understanding to recommend and deliver architectural solutions for difficult and complex technical issues.• A detailed understanding of the UK energy market and the way it operates (Wholesale/Retail markets, Transmission Network, Distribution network etc).• An understanding of the key data standards and models used across the energy market.
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Key Skills/Capabilities Required	<ul style="list-style-type: none">• Educated to Degree level or (or equivalent experience) in a digital, technology or engineering discipline.• Develops, plans and delivers work outcomes, including clear and transparent work objectives, milestones and success metrics.• Accountable for agreeing, managing and delivering budget and resource requirements.• Responsible for building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.• Analytical, investigative, systems thinking and problem-solving skills to understand the 'big picture' and the complex energy system interdependencies.
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Behaviours

Seeing the Big Picture

Changing and Improving

Making Effective Decisions

Leadership

Communicating and Influencing

Working Together

Developing Self and Others

Managing a Quality Service

Delivering at Pace