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Senior Threat Analyst

HM Revenue and Customs

Apply before 11:55 pm on Monday 9th February 2026



Reference number

443943

Salary

£45,544 - £55,157

London Weighting applies. Salary Minimum £50,686 - Maximum £55,157.
National Minimum £45,544 - Maximum £49,523.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

Contract type

Permanent

Business area

HMRC - CDIO - HMRC Security

Type of role

Security

Working pattern

Flexible working, Full-time, Job share, Part-time

Number of jobs available

1

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Location

Leeds Regional Centre - Wellington Place

Telford - Plaza 2

Bristol Regional Centre - 3 Glass Wharf

Stratford Regional Centre - Westfield Avenue

About the job

Job summary

Discover a career in your hands at HMRC. Whether you're seeking purpose, growth, or a workplace that gives you a true sense of belonging, hear from some of our employees as they share their story about what it's really like to work at HMRC.



Visit our [YouTube channel](#) to watch the full series and come and discover your potential.

The Fraud Prevention Centre (FPC) in HMRC Security is a growing area, focusing on countering fraud across HMRC services and providing secure Identity and Access Management services for customers. Our mission is to protect our customers and their online accounts from malicious actors, providing a high-quality customer service and support.

Our team is rapidly growing as we invest in new technologies and capabilities, and we are in search of enthusiastic individuals who can help us in achieving our mission.

We are continually improving the service we give to our customers and in line with this we are creating a new response and management team within the HMRC Fraud Prevention Centre.

Job description

The Fraud Prevention Centre (FPC) is HMRC's dedicated hub for tackling identity-based fraud at scale, protecting the integrity of the UK's tax system and safeguarding public funds. As part of HMRC Security's Identity team, the FPC combines advanced analytics, intelligence, and cutting-edge technology to identify and disrupt fraudulent activity before it impacts customers.

In this critical role as Senior Threat Analyst, you will help shape and drive our intelligence strategy – providing actionable insights on emerging threats, guiding proactive defence measures, and ensuring HMRC stays ahead of

adversaries. Working at the heart of HMRC's digital transformation, you'll collaborate across security teams and the wider organisation to deliver intelligence that underpins trust and resilience in our services.

You will maintain a threat intelligence taxonomy grounded in MITRE ATT&CK, mapping adversary TTPs to HMRC-relevant techniques and detection logic to ensure consistency and traceability from intel to action. By structuring intelligence using STIX/TAXII standards and operationalising indicators in MISP, you'll enable rapid enrichment, correlation, and automated distribution of high-fidelity IOCs to the right teams.

Working across the FPC and wider HMRC, you'll enable threat-informed, real-time interventions, integrating threat intelligence platforms with SIEM and orchestration technology. You'll establish feedback loops with the SOC, red/purple teams, and data science functions to validate signal quality, tune detections against ATT&CK techniques, and continuously uplift coverage. Your approach will embed measurable coverage metrics (e.g., ATT&CK heatmaps, detection maturity scores) and ensure intelligence is actionable, timely, and resilient against evolving fraud threats.

Join us to lead intelligence to combat fraud – harness advanced tools, shape strategy, access world-class training, and make a real impact by protecting millions of taxpayers and safeguarding the UK's digital future.

Person specification

Conduct intelligence collection and analysis from multiple sources (FPC teams, teams across HMRC, open-source, commercial feeds, internal telemetry)

Transform raw data into actionable intelligence for proactive threat detection and fraud prevention, mapped to a taxonomy tailored MITRE ATT&CK.

Manage real-time exploitation of intelligence, enabling automated enrichment and distribution of indicators, supporting proactive analytical teams.

Produce intelligence reports and contribute data to FPC dashboards for leadership, including threat trends and control effectiveness.

Provide expert advice on aspects of cybercrime threats and techniques, supporting stakeholders across HMRC through the FPC advisory function.

You will use your experience of scripting, for example SPL, Python, SQL, KQL to proactively search and discover anomalies.

Use scripting languages to develop visualisations and automate effective searches to build a growing analytical suite of capabilities that you can operate efficiently.

Deputise on behalf of the IDVA Threat Lead as needed, partnering with peers across the Fraud Prevention Centre.

Additional Information

The successful candidate will be required to apply for Developed Vetting (DV) clearance level once in post but must already hold or be willing to obtain Security Check (SC) clearance level before starting the role. Please see Additional Security Information in Security section below.

Essential Criteria:

Experience using SIEM tools for investigation.

The ability to work with large & complex data sets such as online system logs, event logs from digital forensics and cybercrime C2 and marketplaces.

Familiarity with fraud and security risks affecting digital services.

Demonstrated experience using Security Information and Event Management (SIEM) platforms (e.g. Splunk, Elastic) within a security operations environment with the ability to script searches.

Understanding of cyber threat landscapes, adversary tactics, techniques, and procedures (TTPs), and frameworks such as MITRE ATT&CK.

Knowledge of fraud prevention techniques and how threat intelligence supports proactive defence in large-scale environments.

Desirable Criteria:

Certifications such as GCTI (GIAC Cyber Threat Intelligence), CISM, or equivalent.

Experience with automation and orchestration for intelligence workflows.

Understanding of regulatory and compliance requirements relevant to HMRC and UK government security standards.

Transitional Sites

For more information on where you might be working, [review this information on our locations](#).

If your location preference is for one of the following sites, it's important to note that these are not long-term sites for HMRC and we will require you to move to a new building in the future, subject to our location strategy and the applicable employee policies at that time.

These sites are:

Centenary Court, Bradford - moving to 7 and 8 Wellington Place, Leeds

Telford Plaza, Telford - moving to Parkside Court, Telford

You will be given more information about what this means at the job offer stage

Moves Adjustment Payment will be available for this role, provided the successful applicant is a current HMRC colleague in Bradford and meets the eligibility requirements outlined in the HMRC's Moves Adjustment Payment guidance.

Technical skills

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

At Interview there will be role specific Questions on your technical knowledge and ability.

Benefits

Alongside your salary of £45,544, HM Revenue and Customs contributes £13,194 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

HMRC operates both Flexible and Hybrid Working policies, allowing you to balance your work and personal commitments. We welcome applications from those who need to work a more flexible arrangement and will agree to requests where possible, considering our operational and customer service needs.

We offer a generous leave allowance, starting at 25 days and increasing by a day for every year of qualifying service up to a maximum of 30 days.

Pension - We make contributions to our colleagues Alpha pension equal to at least 28.97% of their salary.

Family friendly policies.

Personal support.

Coaching and development.

To find out more about HMRC [benefits](#) and find out what it's really like to work for HMRC [hear from our insiders](#) or visit [Thinking of joining the Civil Service](#)

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually

accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Strengths, Experience and Technical skills.

How to Apply

As part of the application process, you will be asked to provide the following:

A name-blind CV including details of your Job History up to your last 5 roles (100 words per role), giving a brief summary of what you delivered and any key achievements in each role and any Qualifications.

A 750-word personal statement. Your Personal Statement should be used to describe how your skills and experience would be suitable for the advertised role, making reference to the essential criteria and person specification outlined in the advert.

Please complete a separate statement (Max 250 words) for the Desirable Criteria where applicable. This is not mandatory for the role but may be considered by the vacancy-holder where candidates have the same scores at interview.

Further details around what this will entail are listed on the application form.

Sift

In the event of a large number of applications being received, an initial sift may be held on the Personal Statement.

At full sift your CV and Personal Statement will be assessed, with the successful candidates being invited to interview.

We may also raise the score required at any stage of the process if we receive a high number of applications.

Interview

During the panel interview your experience will be assessed and you will be asked strength-based questions to also explore what you enjoy and your motivations relevant to the job role.

This is an example of a strengths-based question:

It is often said that the customer's needs should come first. To what extent do you agree or disagree with this statement?

There is no expectation or requirement for you to prepare for the strengths-based questions in advance of the interview, though you may find it helpful to spend some time reflecting on what you enjoy doing and what you do well.

There will also be role specific Questions on your technical knowledge and ability.

Interviews will take place via video link. Sift and Interview dates to be confirmed.

Eligibility

Please take extra care to tick the correct boxes in the eligibility sections of your application form. We understand mistakes sometimes happen but if you contact us later than two working days (Monday-Friday) before the vacancy closes, we will not be able to reopen your application for you. If you do make a mistake with your eligibility form, please contact us via:

unitybusinessservicesrecruitmentresults@hmrc.gov.uk Use the subject line to insert appropriate wording for example Please re-open my application **[insert vacancy ref]** & vacancy closing date **[insert date]** .

To check that you are eligible to apply for this role, please review the eligibility information before submitting your application.

Reserve List

A reserve list may be held for up to 6 months from which further appointments may be made for the same or similar roles if this applies to you, we'll let you know via your Civil Service Jobs account.

Merit List

After interview, merit lists will be created for each location advertised within the vacancy. If you are successful at interview, you will be placed on the merit list for any locations you have expressed an interest for. Appointments from each merit list will be made in strict merit order.

Criminal Record Check

Applications received from candidates with a criminal record are considered fairly in accordance with the DBS Code of Practice and the Recruitment of ex-offenders Policy.

Hybrid working at HMRC

HMRC is an office-based organisation, and colleagues are expected to spend 60% of their working time in the office. Our offices provide opportunity for interaction, collaboration which aids learning and development and a sense of community. Where the role allows it, and where the home environment is suitable, colleagues can work from home for up to 2 days a week, averaged over a calendar month (or a proportionate amount of time for colleagues who work less than full time).

Reasonable Adjustments

We want to make sure no one is put at a disadvantage during our recruitment process. To assist you with this, we will reduce or remove any barriers where possible and provide additional support where appropriate.

If you need a change to be made so that you can make your application, you should:

Contact the UBS Recruitment team via unitybusinessservicesrecruitmentresults@hmrc.gov.uk as soon as possible before the closing date to discuss your needs.

Complete the Assistance required section in the Additional requirements page of your application form to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you're deaf, a Language Service Professional.

Additional Security Information

Please note: in addition to the standard pre-employment checks for appointment into the Civil Service, all candidates must also obtain National Security Vetting at Security Check (SC) clearance level for this vacancy. You will normally need to meet the minimum UK residency period as determined by the level of vetting being undertaken, which for SC is 5 years UK residency prior to your vetting application. If you have any questions about this residency requirement, please speak to the vacancy holder for this post.

From 1 April 2026, applicants will be required to meet updated nationality and residency requirements so that National Security Vetting (NSV) checks can be conducted. If this affects you, we will give you more information at the appropriate time.

Important information for existing HMRC contractual homeworkers:

Please note that this role is unsuitable for contractual homeworkers due to the nature and/or requirements of the role.

Terms and Conditions

Customer facing roles in HMRC require the ability to converse at ease with members of the public and provide advice in accurate spoken English and/or Welsh where required. Where this is an essential requirement, this will be tested as part of the selection process.

HMRC has a presence in every region of the UK. For more information on where you might be working, [review this information on our locations](#).

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. The evidence you provide in your application must relate to your own experiences.

Any instances of plagiarism or other forms of cheating will be investigated and, if proven, the relevant application(s) will be withdrawn from the process.

Recording of interviews is prohibited unless explicit agreement is sought in line with the UK General Data Protection Regulations.

Questions relating to an individual application must be emailed as detailed later in this advert.

Applicants who are successful at interview will be, as part of pre-employment screening, subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5 year period following a dismissal for carrying out internal fraud against government.

New entrants will join on the minimum of the pay band.

Please note that, if you are applying for roles on a part-time basis, the salary agreed will be pro-rata, reflective of the working hours agreed within your contract.

If you experience accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

For more Information for people applying for, or thinking of applying for, roles at HM Revenue and Customs, please see link: [Working for HMRC: information for applicants - GOV.UK.](#)

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\)](#).

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

Open to UK nationals only.

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : Kay Martin

Email : kay.mcneil@hmrc.gov.uk

Recruitment team

Email : unitybusinessservicesrecruitmentresults@hmrc.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. You have the right to complain if you feel there has been a breach of the Recruitment Principles. In the first instance, you should raise the matter directly via ubsrecruitmentcomplaints@hmrc.gov.uk. Please note that we do not accept complaints or appeals regarding scoring of outcomes of campaigns, unless candidates can provide clear evidence that the campaign did not follow the Recruitment Principles. If you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their website.

