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Head of Gas Distribution Policy - Price Controls

OFGEM

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



Reference number

446023

Salary

£61,446 - £86,547

National: £61,446 - £80,425

London: £65,835 - £86,547

Please ensure that you read the Pay and Reward information for Civil Service and internal colleagues before applying.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6

Level 3

Contract type

Permanent

Business area

OFGEM - Networks - Policy and Strategy

Type of role

Policy

Working pattern

Flexible working, Full-time, Job share

Number of jobs available

1

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Location

Successful candidates may be based in any of our office locations – Cardiff, Glasgow, or London. We especially welcome applicants from Cardiff and Glasgow.

About the job

Job summary

Ofgem is at the forefront of the fight to reshape Britain's gas networks for a Net Zero future, tackling some of the most complex and consequential questions facing the energy system today. We're looking for a Head of Gas Distribution Policy – Price Controls to join us and provide strategic leadership at a pivotal moment for the future of gas networks and consumer protection.

Ofgem is Great Britain's independent energy regulator. We're at the forefront of change across the energy sector, driving toward Net Zero whilst protecting energy consumers, especially vulnerable people.

We're offering a permanent opportunity to lead one of Ofgem's most high-profile and strategically important policy areas. This is a rare chance to shape the direction of gas distribution regulation at a time of major transition, with direct influence over long-term outcomes for consumers, industry and government. You'll operate at a senior level across Ofgem and the wider energy system, contributing to decisions that will define how gas networks evolve in the decades ahead.

This role sits at the point where price control delivery, long-term policy design and the UK's energy transition meet. You'll play a visible leadership role, helping to navigate complex trade-offs as the sector adapts to declining gas usage, emerging technologies and ambitious government programmes. Working in a collaborative, multidisciplinary environment, you'll help ensure regulatory frameworks remain robust, fair and fit for the future.

Job description

We're looking for someone with significant experience in policy and regulation, strong credibility in price controls, and the confidence to lead complex conversations across the energy landscape. You'll bring strategic judgement, the ability to influence at senior levels, and a deep understanding of how regulation can balance consumer interests with long-term system change.

In return, you'll join an inclusive and purpose-driven organisation that values expert leadership and strategic thinking. You'll benefit from flexible working

arrangements, a generous civil service pension, substantial annual leave, and the opportunity to operate at the heart of national decision-making.

We have a critical purpose to guide the future of gas distribution networks through the energy transition, ensuring price controls and policy frameworks protect consumers while supporting Clean Power 2030 and Net Zero 2050. As Head of Gas Distribution Policy, you'll be central to shaping the long-term future of gas networks at one of the most important moments in the sector's history.

For more information, please refer to the attached role profile and candidate pack.

Person specification

Established expertise in price controls demonstrated by proven record of high performance. (LEAD)

Significant experience of leading and developing policy and regulation. This should include managing the input of analytical, technical, and legal expertise to appraise proposals and present recommendations that highlight the risks, trade-offs, and wider commercial and economic considerations to decision makers (LEAD)

Experience in the gas industry, ideally in gas distribution.

Strong track record of engaging, advising, and influencing stakeholders at all levels, including senior leadership. Skilled in fostering collaboration and trust across a wide range of internal and external partners.

Excellent communication and negotiation skills, with the ability to communicate technical information clearly and concisely and to work collaboratively to solve problems.

Behaviours

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

Seeing the Big Picture

Making Effective Decisions

Communicating and Influencing

Benefits

Alongside your salary of £61,446, OFGEM contributes £17,800 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Ofgem can offer you a comprehensive and competitive benefits package which includes; 30 days annual leave after 2 years; Excellent training and development opportunities; The opportunity to join the generous Civil Service pension which also includes a valuable range of benefits; hybrid working (currently 1 day a week in the office but this is kept under review), flexible working hours and family friendly policies. Plus lots of other benefits including clean and bright offices based centrally, engaged networks and teams and an opportunity to contribute to our ambitious and important targets of establishing a Net Zero energy system by 2050. This exciting blend of professional challenge and personal reward identifies career opportunities at Ofgem as something to get excited about.

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 Behaviours and Experience.

When you press the **Apply now** button, you will be asked to complete personal details (not seen by the sift panel), your career history and qualifications.

You will then be asked to provide a 1250 word personal statement evidencing how you meet the essential and desirable skills and capabilities listed in the role profile. Please ensure you demonstrate clearly, within your supporting statement, how you meet each of the criteria listed in the role profile.

The personal information we have collected from you will be shared with Cifas who will use it to prevent fraud, other unlawful or dishonest conduct, malpractice, and other seriously improper conduct. If any of these are detected, you could be refused certain services or employment. Your personal information will also be used to verify your identity. Further details of how your information will be used by us and Cifas, and your data protection rights, can be found by [\[https://www.cifas.org.uk/fpn\]](https://www.cifas.org.uk/fpn).

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

Security

Successful candidates must undergo a criminal record check.

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

Nationality requirements

This job is broadly open to the following groups:

UK nationals

nationals of the Republic of Ireland

nationals of Commonwealth countries who have the right to work in the UK

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)

individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020

Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

[Further information on nationality requirements \(opens in a new window\)](#)

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.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. [Read more about prison leaver recruitment \(opens in new window\)](#)

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 : Rob Wilkins

Email : recruitment@ofgem.gov.uk

Recruitment team

Email : recruitment@ofgem.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 these Recruitment Principles.

