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Senior Engineer

OFGEM

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

ofgem

Reference number

446195

Salary

£47,895 - £62,699

National: £47,895 - £58,519

London: £50,748 - £62,699

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 7

Level 2b

Contract type

Permanent

Business area

Engineering and Technology Engineering and Asset Health

Type of role

Engineering

Working pattern

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

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 Great Britain’s independent energy regulator. Our primary responsibility is to protect energy consumers, especially the most vulnerable, while at the same time working with government, industry and consumer groups to drive economic growth and deliver a clean, more affordable and secure net-zero energy system in the most economic way.

This is a unique opportunity to play a key role in shaping the future of gas infrastructure in Great Britain. As a Senior Engineer within Ofgem’s Engineering Directorate, you’ll provide expert technical input into the regulation of gas transmission and distribution networks, helping to ensure they are safe, reliable, and fit for a net-zero future.

You’ll work across a range of strategic and operational projects, supporting the development of network price controls (including RIIO3), contributing to technical code governance, and advising on innovation and decarbonisation initiatives. Your work will inform policy decisions, regulatory frameworks, and

industry standards, ensuring they reflect sound engineering principles and deliver value for money to consumers.

You'll lead engineering assessments, support compliance reviews, and engage with licensees and stakeholders to evaluate performance and drive improvements across the gas sector. You'll also contribute to the development of future gas system capabilities, including hydrogen readiness and CO₂ transport infrastructure.

We're looking for someone with proven experience in gas transmission or gas distribution, who can bring deep technical insight and a collaborative approach to problem-solving. You'll be confident working in multi-disciplinary teams and comfortable translating complex engineering issues into clear, actionable advice for policy and decision-makers.

This role offers the chance to work at the heart of the energy transition, influencing how gas networks evolve to meet future consumer and environmental needs. You'll help build a high-performing, inclusive team culture, sharing knowledge and supporting professional development across the Engineering profession at Ofgem.

Your work will directly support Ofgem's mission to protect consumers, drive innovation, and deliver a greener, more resilient energy system.

Job description

Key Responsibilities

Responsible for high quality and timely engineering analysis of options and recommendations to policy teams.

Lead on policy areas directly managed by the Engineer Hub, such as technical codes.

Key Outputs and Deliverables

Providing support in the delivery of the electricity price controls such as reopeners or RIIO3 and network regulation more generally

Engaging with the network companies to find better ways of developing our networks e.g., the deployment of smart grid technologies

Providing support in the delivery of our network innovation competitions

Providing the technical support necessary to consider and decide on changes to or derogations from network codes

Assisting in the development of key areas of transmission and distribution policy

Lead the delivery of key work streams and potentially manage staff input into the relevant areas of work

Present policy and recommendations to senior management

Act as a representative for Ofgem at external meetings, conferences and events explaining Ofgem's position on particular issues

Taking responsibility for drafting public documents or parts of documents.

Key Stakeholder Relationships

Internal

Other members of the team, legal and policy teams, and other Ofgem colleagues as required.

External

External industry and government counterparts, such as licensees, NESO, DESNZ, UKRI, HSE.

Person specification

Please ensure you demonstrate clearly within your personal statement, how you meet each of the Essential and Desirable Criteria below (not more than 1250 words):

ESSENTIAL CRITERIA:

Educated to degree level in a relevant engineering discipline or equivalent industry experience. Chartered Engineer (or in the process of gaining registration)

Relevant experience in one or several of the following areas: Gas or Electricity Transmission or Distribution, network or system operations, system design and planning, network codes, smart grids and network innovation, asset management, performance and quality of service issues.

Expertise in both quantitative and qualitative analysis, with the ability to deliver key projects to challenging timescales.

Familiarity with key concepts of economic regulation

Excellent communication/interpersonal skills including the ability to explain technical issues to non-technical people, with good report drafting skills.

DESIRABLE CRITERIA:

Demonstrable grasp of one of our key areas of work: policy development, economic principles, regulatory cost assessment, either through academic qualifications or previous posts.

Project Management experience and skills.

Behaviours

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

Changing and Improving

Communicating and Influencing

Working Together

Delivering at Pace

Benefits

Alongside your salary of £47,895, OFGEM contributes £13,875 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; up to 30 days annual leave. Excellent training and development opportunities. The opportunity to join the [Civil Service pension arrangements](#) which include a valuable range of benefits. Flexible working hours and family friendly policies. Restaurant and subsidise gym (London only). Interest free season ticket loan.

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.

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.

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

Please note this Post is NOT regulated by the Civil Service Commission.

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.