Government Actuary's Department

General Insurance Actuaries in Government

We're hiring | October 2025

Make a difference in the public sector

Role advertised

General Insurance Actuary

Team [One of GAD's Insurance teams]

Salary:
£76-101k*

Grades:
Actuary Band 2-3*

*As set out here, GAD offer salaries based on expected level of responsibility. The salary offered will be based on the assessment

Location

London or Edinburgh

Hours:
Full time or part time options available.

Status:
Permanent

Why GAD?

Make a difference

Impact the lives of people all across the UK, and beyond.

Broaden your career

Apply your expertise to unique challenges, and pioneer new fields for actuaries.

Be included, respected and valued

Join a team which supports your career ambitions and gives you flexibility to live life

Government Actuary’s Department

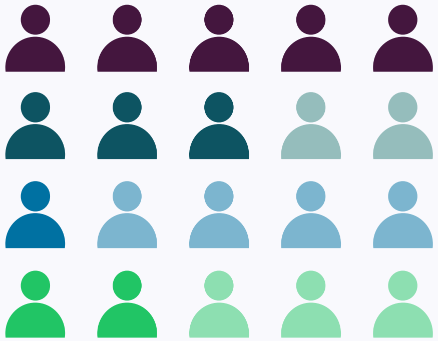
Since 1919, we have been at the forefront of providing expert actuarial advice and analysis to the UK government and the broader public sector.

Our team comprises highly skilled actuaries and analysts, complemented by a growing number of specialist pension, insurance, investment and climate consultants. Together, we collaborate to deliver innovative solutions tailored to our clients' needs.

Our advice is supported by a skilled team of business professionals dedicated to ensuring GAD excels in finance, human resources, and project management.

With offices strategically located in London and Edinburgh, we prioritise proximity to our clients, fostering strong, collaborative relationships across our diverse client base.

Our people in 2025



140 Actuarial

40 Analytical

15 Specialist Consulting

30 Business Professionals

Our clients

As a non-ministerial department, we exist to provide actuarial advice and analysis, supporting Government objectives and delivering for citizens.

Our remit covers advice and support to national government, devolved administrations and local authorities.

In addition, to ensure broader success of UK policy, we advise both arm's length bodies and other public institutions operating both domestically and internationally.

As a non-profit making centre of actuarial advice and analysis, we have an obligation to our current and potential clients to ensure that they can easily source our services when required, and that these are provided in the most cost-effective manner.

HM Treasury

Through advice on policy, GAD plays a key role in supporting HM Treasury's remit of effective stewardship of government finances

UK Spending Departments

Spending departments (e.g. Department for Work and Pensions, Department for Education etc) require GAD's services on the design and rollout of their policies including fiscal risk planning

Devolved and local administrations

Devolved and local administrations face similar challenges to UK government, but often have more limited resources and solutions available

Wider public sector

Significant public liabilities (such as clinical negligence) are placed within special purpose arm's length bodies. In addition, national and international entities require expert advice on financial risk

Insurance at GAD

Insurance provisioning

Reserving, pricing and wider policy advice to risk-pooling arrangements (e.g. NHS Resolution and the Risk Protection Arrangement for schools)

Insurance policy

Policy development, quantification of risk and pricing where Government acts as an insurer

Disaster risk finance

Actuarial advice to support the impactful use of pre-positioned finance for disasters

Insurance Provisioning

What we do for our clients

- Evaluate liabilities associated with insurance like schemes for government accounting purposes and support compliance with accounting requirements e.g. IFRS 17
- Forecast claim cashflows for budgetary purposes, support decision making around contribution setting (pricing) considerations and calculate the contributions (premiums) to be charged
- Support wider strategic decision making through analysis of scheme performance, insurance risk monitoring, mitigation and risk reduction
- Proactively investigate emerging trends and developments and share knowledge through wider industry connections

Our Clients

NHS Resolution | Risk Protection Arrangement (for schools) | Land Registry

"Always find ways of developing creative solutions to issues and the level of partnership working is really excellent."

Client feedback

Insurance policy work

Government as an insurer
To enable the efficient operation of commercial insurance markets (like terrorism) or to meet policy needs (like building infrastructure) the Government can operate like an insurance company by making payments if certain events occur

How can GAD help?
We combine commercial expertise with public sector experience to provide specialist advice tailored for Government.

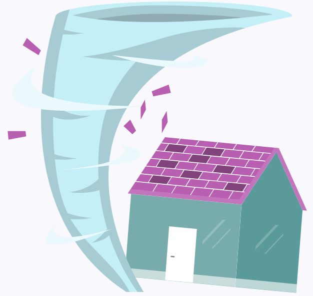
Policy development
Advising how insurance arrangements can be structured to reduce risk to Government

Pricing
Calculating the expected cost of future commitments and considering how Government should charge for risk

Quantifying and understanding risk
Conducting actuarial modelling to determine the range of financial implications for an insurance arrangement, which may include unusual risks with little or no historical data, such as liabilities relating to nuclear energy.

A lot of our work is confidential but some previous areas of advice include: Spaceflight insurance requirements, the Film and TV production restart scheme and Flood RE

Disaster risk finance



We provide **impactful advice** to navigate disaster risks around the world, ensuring **effective decision-making and preparedness** for a sustainable future.

We work with organisations (such as the Foreign, Commonwealth & Development Office and The World Bank) to enhance disaster resilience in low-to-middle income countries. Our work ensures funding is where it needs to be, when it needs to be.

Examples of our work in this area include:

- Risk quantification and financial impact modelling
- Impartial actuarial challenge and assurance on risk financing strategies
- Advice on sovereign risk pools (e.g. the African Risk Capacity), parametric insurance products (e.g. for droughts) and reinsurance arrangements
- Capacity building through training and guidance

More about us

If you are interested in the work GAD carries out, feel free to look at our published material on gov.uk, including setting out the work of actuaries in government, including,

[Close collaboration – how GAD works with NHS Resolution]

[Insurance policy - Film and TV production restart scheme]

[Drought modelling]

More information

- Webinars
- News stories
- Blogs
- Case studies
- Technical Bulletins

What we offer

In GAD you can grow your career, building new areas of expertise, undertaking greater levels of responsibility and expanding the impact you make on the mission of the UK Government.

Increased responsibility is recognised through grade-based promotions through our actuary bands, summarised below.

We are currently hiring at Bands 2 and 3.

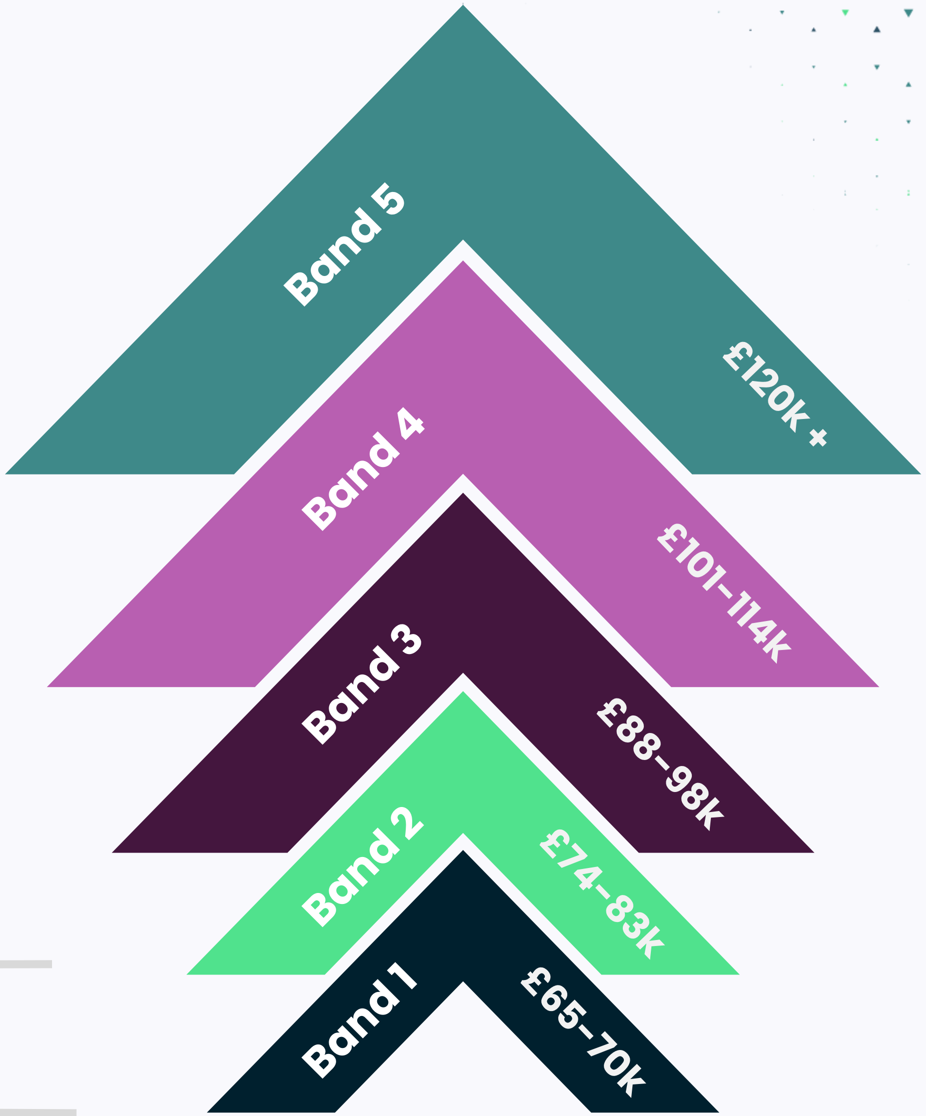
Strategic leadership. **Oversight** and responsibility for multiple clients and major projects

Lead across multiple clients and major projects. **Lead** development of team and GAD

Lead on major projects and client advice. **Support** development of team and GAD

Support client and project leads with advice. **Lead** commissioning of analysis

Support client leads with advice. **Support** commissioning of analysis



What we offer

Flexible arrangements

- Flexi-time contracts – ensuring that you can claim additional hours worked back as holiday.
- Hybrid working – to build connections and share expertise, everyone spends 60% of their time at our offices.

Leave and wellness

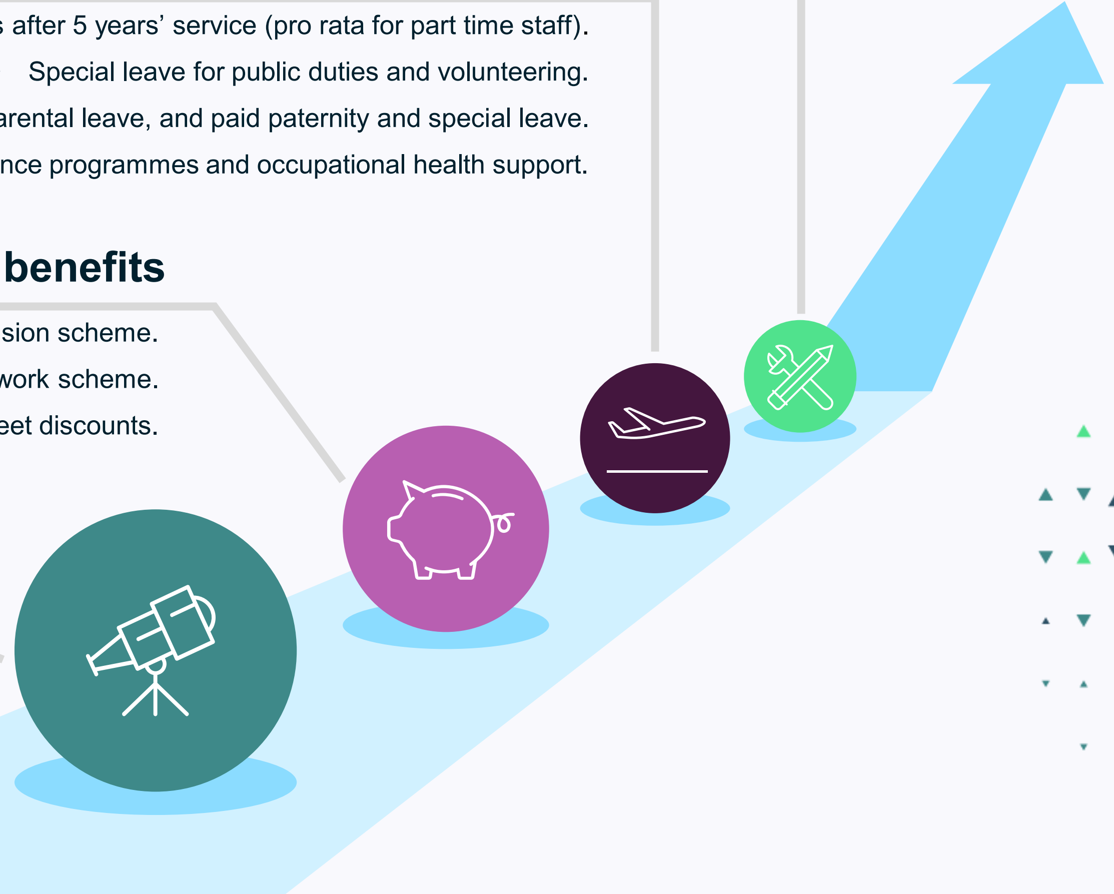
- 25 days annual leave per year, increasing to 30 days after 5 years' service (pro rata for part time staff).
- Special leave for public duties and volunteering.
- Family-friendly policies including nine-months fully paid maternity/adoption/shared parental leave, and paid paternity and special leave.
- Access to employee assistance programmes and occupational health support.

Financial/retirement benefits

- Access to the generous defined benefit Civil Service pension scheme.
- Salary advances for travel, a cycle-to-work scheme.
- Staff benefits platform and high street discounts.

Personal development

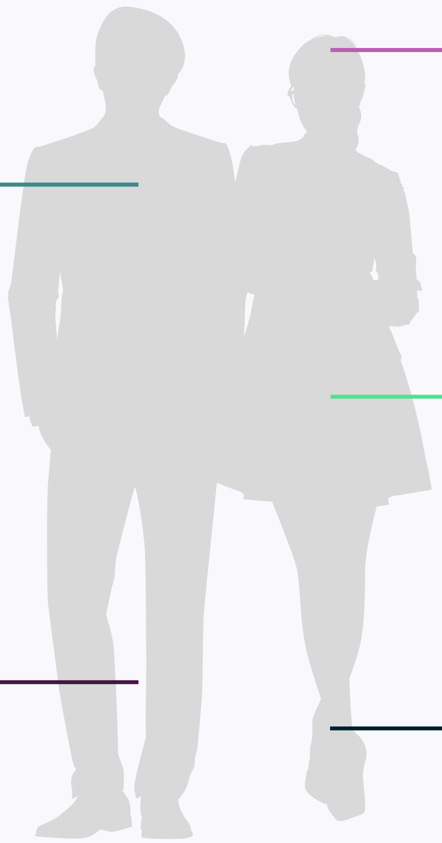
- Generous on-going training and development support, including training 10 days per year.
- Generous support for your actuarial exams and time off for study (where applicable).
- Payment of professional membership fees (where appropriate).



Who are we looking for?

Build lasting connections with our clients, understand their needs and how actuarial advice can support them.

Proactively seek out new ways for actuarial advice to make a difference in UK government.



Provide clear and impactful advice to a range of different stakeholders across the public sector.

Design and efficiently manage the delivery of complex analysis and advice to time and budget.

Coach and develop others in the department.

Civil Service Recruitment

Our vacancies are assessed using Success Profiles. Subsequent references to technical expertise, experience, strengths and behaviours relate to specific items in the Success Profile Framework.

The Civil Service Code 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.

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.

As part of the public service, we take our obligations to equality seriously, as set out in our equality objectives for 2021-25.

Hiring process

Application

To apply please follow the links here, provide contact details, your CV and a short statement on how your experience relates to your desired role.

Interview

If you meet the criteria assessed at the application stage you will be invited to interview. These will typically be conducted at one of GAD's offices.

Presentation

As part of the interview, you will be asked to present on a client challenge. You will be given the topic a few days in advance of the assessment.

Job Offer

Following your assessment we will get back to you as soon as we have reached a decision. In cases where there are a large number of highly talented candidates this can take a week or two.

Coffee chat

An informal conversation with a senior member of your new team who will give you the chance to ask more detailed questions about the role.

Join GAD!

Be welcomed into your team and begin making a difference in the public sector

Apply Now!

This role is open for applications until **Midday** on **Tuesday 25th November 2025**. If you have any queries, please contact our Recruitment team on recruitment@gad.gov.uk

Please submit all applications through Civil Service Jobs, we look forward to hearing from you soon!

Further information

If you feel at any time your application has not been treated in accordance with the values in the Civil Service Code and/or if you feel the recruitment has been conducted in such a way that conflicts with the Civil Service Commissioner's Recruitment Principles, you may make a complaint, by contacting Human Resources at recruitment@gad.gov.uk in the first instance. If you are not satisfied with the response you receive, you can contact the Civil Service Commissioners using the link below.

Contact Us - Civil Service Commission (independent.gov.uk)