



Government Actuary's
Department

Actuaries in Government

We're hiring | January 2026

Making a difference in the public sector

In this document

01

The Opportunity
(Slides 5 & 6)

02

About GAD
(Slides 8 & 9)

03

What we do (our impact)
(Slides 11-14)

04

Teams & career pathways
(Slides 16 to 17)

05

What we offer
(Slide 19)

06

Hiring process
(Slides 21 to 24)



Government Actuary's
Department

The Opportunity

The Role



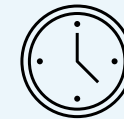
Part-Qualified Actuary

Team **All**

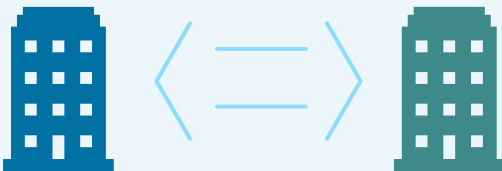
Salary:
£48-66k*

Grades:
Senior Trainee Actuary

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



Hours:
Full time or part time
options available.



Location
London or Edinburgh



Status:
Permanent

Why work for GAD?

Make a difference

Impact the lives of millions of people 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 that supports your career ambitions and gives you flexibility to live life.





Government Actuary's
Department

About GAD

Who we are

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



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 Government 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.



Government Actuary's
Department

What we do (our impact)

What we do – overview

We provide actuarial advice and analysis to help government manage long-term financial risk and uncertainty across a range of areas.

WORKFORCE & RETIREMENT

Public Service & Funded Pensions

Workforce Strategy

Pension Administration Consulting



SOCIETAL CHALLENGES

Climate Change

Social Security & Pension Policy

Health & Social Care



ACTUARIES,
ANALYSTS &
SPECIALISTS



WITHIN THE CIVIL
SERVICE



INSURANCE & MARKET FAILURE

Government Risk Pools

Contingent Liabilities

Disaster Risk Finance



ASSURANCE & FINANCIAL RISK

Model Assurance

Investment Risk

Credit Risk



Pensions

How we support the public sector:



Social security

Supporting the sustainable provision of old age pensions across the UK through reviews of the National Insurance Fund and the State Pension age.



Public sector pensions

Advising on the policy design, management and valuation of pension benefits to the public sector, as well as the impact of pensions and funding decisions on the nation's balance sheet.



Private sector pensions

Advising on the development of policies to support the future of retirement provision across the country, including how these policies can enhance the government's growth mission.

Our impact:

Safeguarding the State Pension

GAD's latest projection of the £76 billion National Insurance Fund shows that income will exceed expenditure through to 2029/30. Our work underpins vital decisions on state pension and working age benefits, ensuring the financial sustainability of the fund.

Access and fairness

GAD advises and supports public service pension schemes, which benefit over 15 million members in the UK. Recently we collaborated with the Ministry of Housing, Communities and Local Government on its consultation for actions aimed at improving fairness of access and member outcomes, including proposals targeted at improving the gender pension gap.

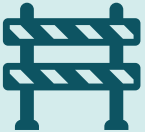
Insurance

How we support the public sector:



Government risk pools

Supporting the management and actuarial oversight of major public sector risk pools, such as NHS Resolution, to ensure these schemes are financially sustainable and deliver value for money.



Quantifying and understanding risk

Advising on the design and implementation of insurance-type solutions, often where the private market is unable or unwilling to provide cover, ensuring critical risks are managed and public value is protected.



Disaster risk

Advising on the design of financial arrangements to improve resilience to disasters, enabling better planning, faster response, and more effective use of public funds in the face of catastrophic events.

Our impact:

Ensuring fair payouts while protecting NHS resources:

GAD works closely with NHS Resolution to enhance the forecasting of clinical negligence claims against the NHS. Our modelling helps NHS Resolution better understand the financial risks and uncertainties in future claims. This collaboration supports more robust financial planning and ensures that public funds are used efficiently.

Safeguarding the UK's live events industry

GAD played a pivotal role in developing a government-backed reinsurance scheme worth over £750 million to support the UK's live events sector during the COVID-19 pandemic. This initiative helped stabilise the events market and protect numerous jobs.

Climate

How we support the public sector:



Identifying and quantifying **climate related risks** and opportunities.



Undertaking qualitative and quantitative **scenario analysis**.



Supporting disclosure in line with frameworks such as the Task Force on Climate-related Financial Disclosures (**TCFD**).



Climate-related **modelling** and **quality assurance**.



Developing bespoke **climate scenarios**.

Our impact:

Empowering Scotland's public sector to plan for a changing climate:

We developed national guidance to assess risks under different climate scenarios. Our report now forms the foundation for the Scottish Government's climate scenario decision tool, providing consistent guidance for public sector organisations to analyse future climate risks and strengthening climate resilience planning across the public sector.

Analysing climate risk across London's transport network:

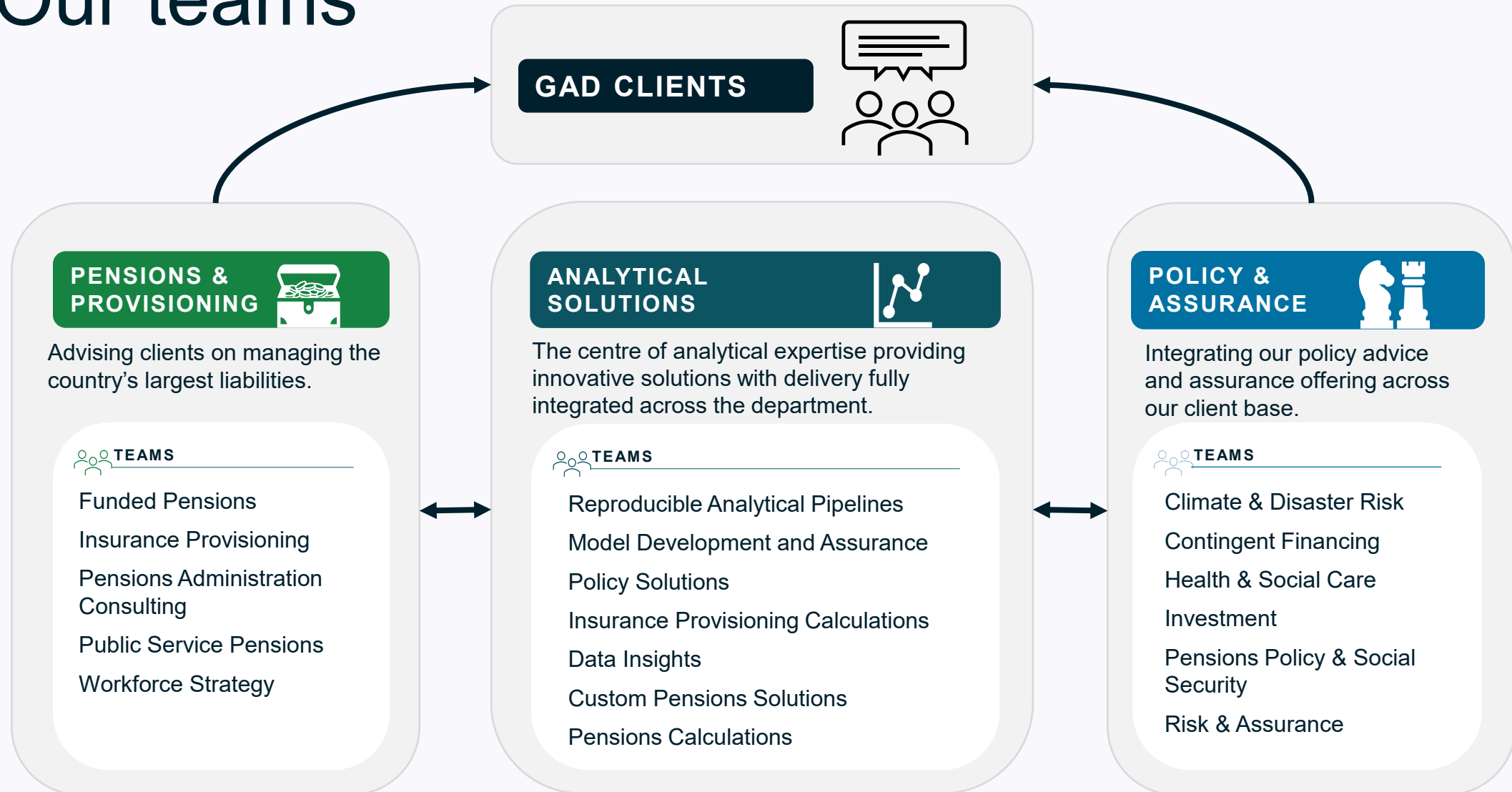
GAD worked with Transport for London (TfL) to define climate scenarios specific to their operations. These rich narratives covered global climate conditions, macroeconomic trends, technological developments, the natural environment, workforce skills and transport preferences. The scenarios enable TfL to better understand the potential impacts on its organisation and finances.



Government Actuary's
Department

Teams & career pathways

Our teams



Career development

In GAD you can continue to grow your career after qualification, 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. The summary below outlines post qualification career progression:

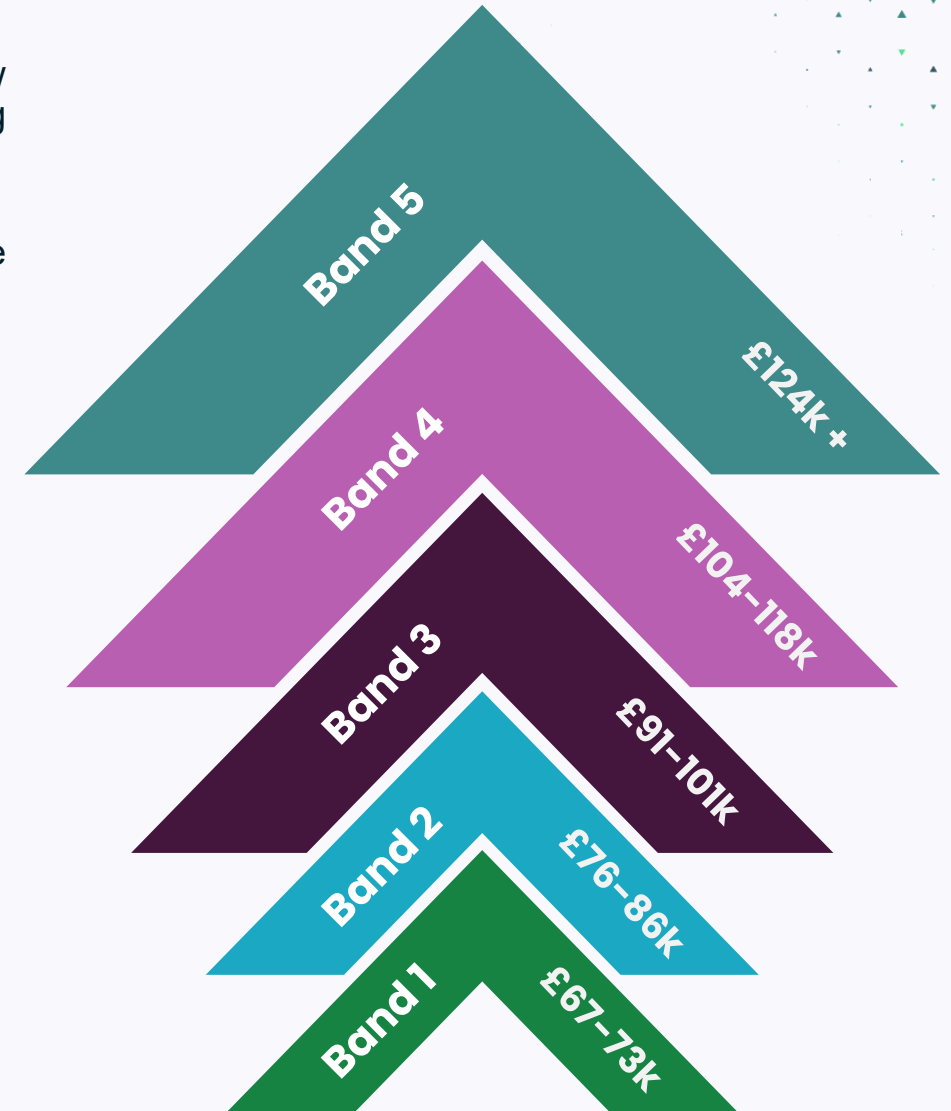
Strategic leadership. Oversight and responsibility for multiple clients and major projects

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





Government Actuary's
Department

What we offer

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 & 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 opportunity to rotate between teams.
- Generous support for your actuarial exams and time off for study.
- Payment of professional membership fees.



Government Actuary's
Department

Who we are looking for & how to apply

Who are we looking for?

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

Shape clear and impactful advice for a range of different stakeholders across the public sector.

Design and efficiently deliver complex analysis and advice to time and budget.

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

Coach and develop others in the department.



Hiring process overview



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

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

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

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.

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

Join GAD!

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

How we hire



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](#).

How we hire

This role is open for applications until **Midday** on 2nd March 2026. 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 human.resources@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 \(independent.gov.uk\)](https://independent.gov.uk)

