



Government Actuary's
Department

Actuaries in Government

We're hiring | January 2026



Make a difference in the public sector

In this document



The Opportunity
(Slides 5 & 6)



About GAD
(Slides 8 & 9)



What we do (our impact)
(Slides 11 & 12)



Teams & career pathways
(Slides 14 & 15)



What we offer
(Slide 17)



Who we are looking for & how to apply
(Slides 19-24)



The Opportunity

Role advertised



Healthcare Actuary

Salary:
£105-118k*

*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

Grades:
Actuary Band 4*

Team Health & Social Care



Hours:
Full time or part time
options available.



Status:
Permanent

Why work for GAD?

Make a difference

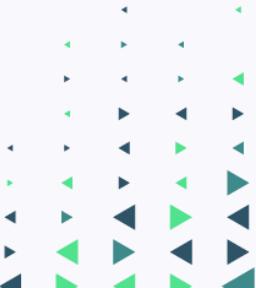
Impact the lives of people all across the UK, and beyond.

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.



About GAD



Who we are

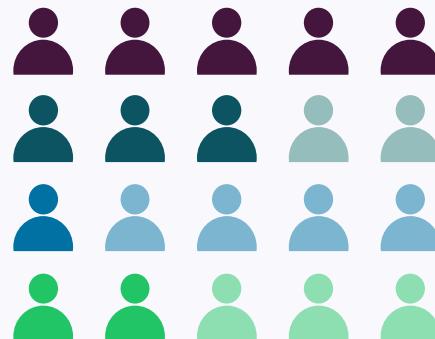
Since 1919, we have been at the forefront of providing expert actuarial advice and analysis to the UK government and the broader public sector.

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 Spending Departments

Spending departments (e.g. Department for Health and Social Care, Department for Work and Pensions, Department for Education) 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

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



Health and Social Care



Shaping sustainable and dignified health and social care through expert actuarial advice.

We apply actuarial expertise to help organisations navigate demographic and financial risks arising from health and social care challenges.

Assess long-term risks



We use rigorous actuarial techniques and evidence-based analysis to assess long-term risks arising from ageing population.

Inform spending decisions



Our modelling approaches can be used to project long-term demand and costs in order to inform spending decisions and future pressures.

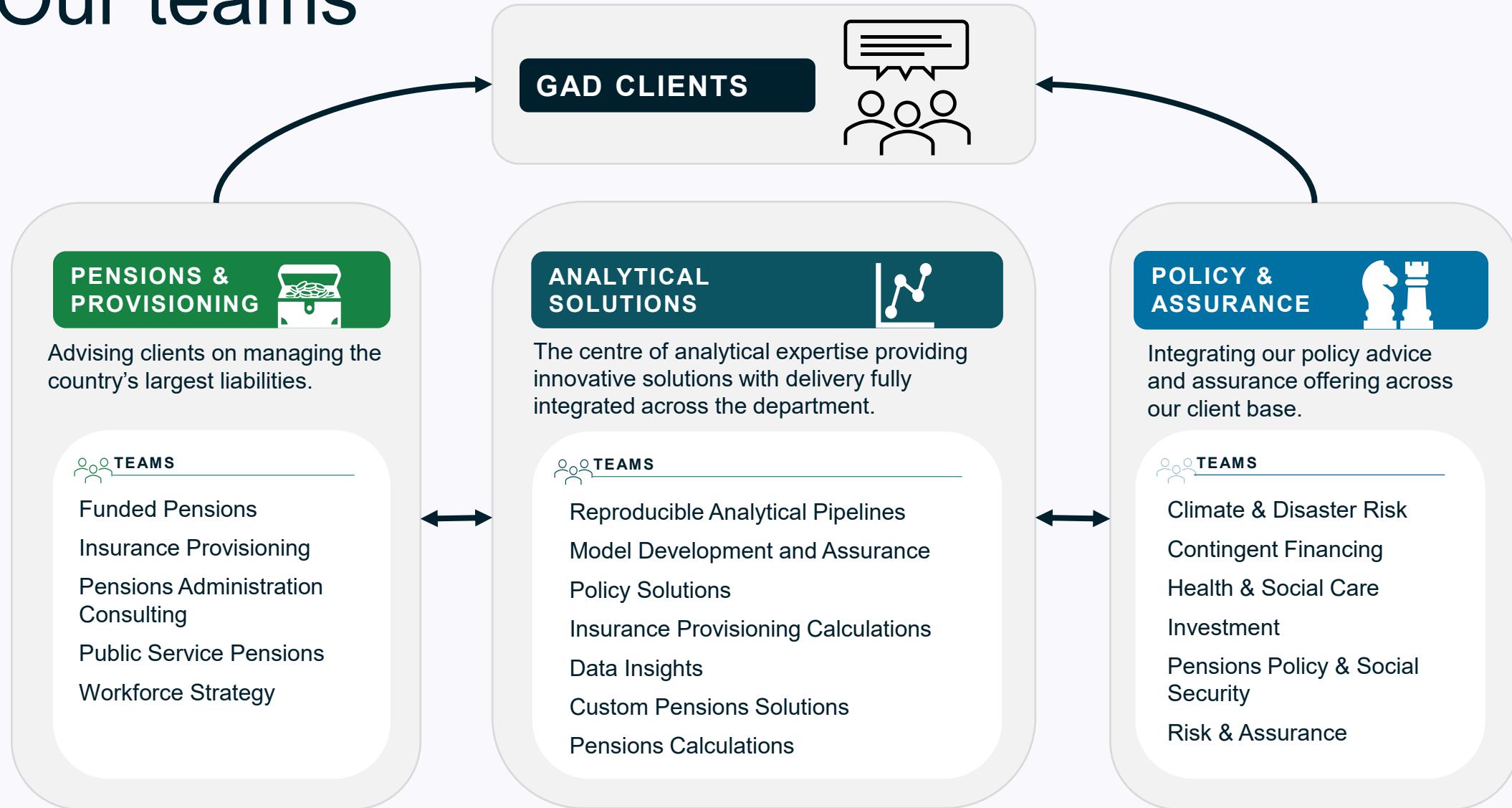
Model assurance



We provide independent and collaborative review of health and social care planning models, and the governance around them.

Team & career pathways

Our teams



Career development

We are recruiting for an actuary at **Band 4**. Increased responsibility is recognised through grade-based promotions.

Below explains more about the broad expectations at different bands, with other bands included so that you can see how responsibilities are shared. How you are assessed during the interview process will determine which band you are offered.

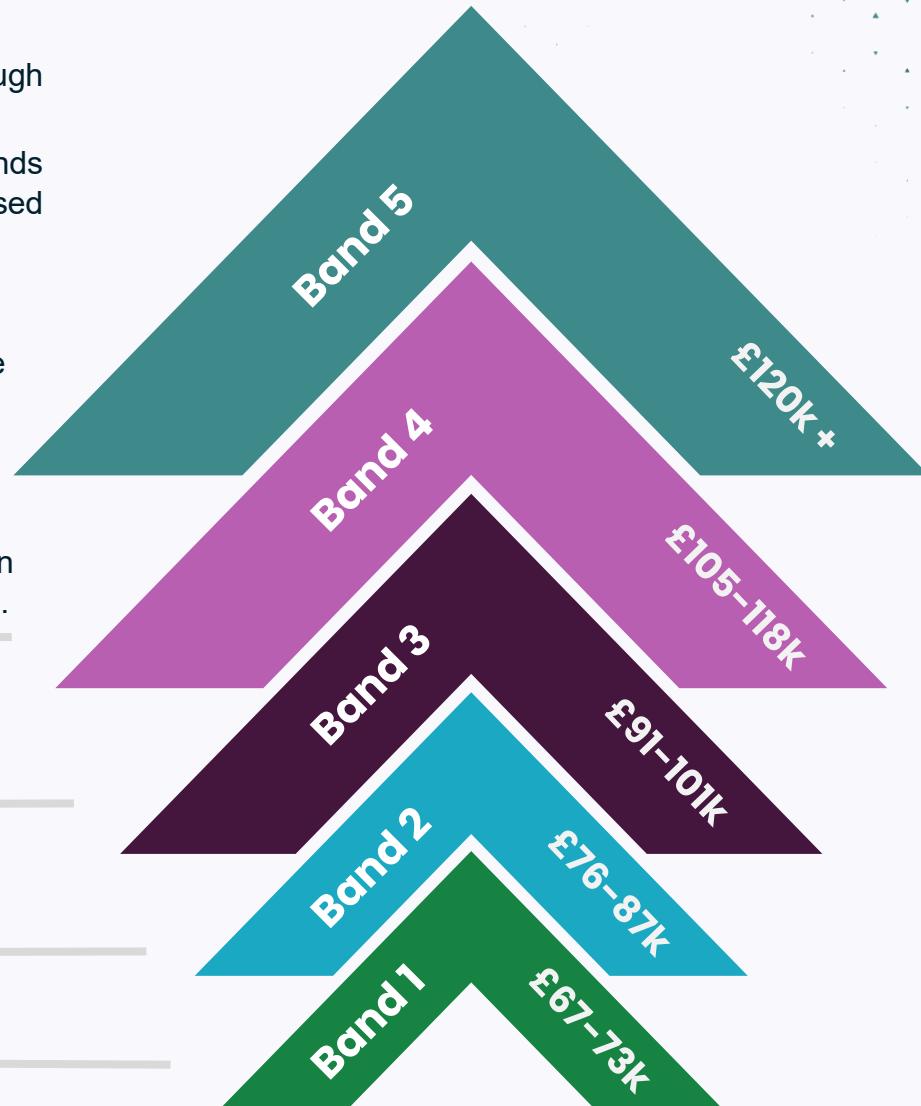
Strategic leadership. Oversight and responsibility for multiple clients and major projects. Senior management accountability for reporting and performance against the team's strategic objectives.

Lead autonomously across multiple clients and major projects. **Lead** development of team and GAD. Effectively represent GAD & support clients at external stakeholder meetings. Support senior management in team operations and play an important role in meeting the team's business development objectives and developing junior colleagues.

Lead on major projects and client advice. **Support** development of team and GAD, providing bespoke solutions. They are also expected to contribute to growing our portfolio of work and looking for opportunities for where GAD can add value.

Support client and project leads with advice. **Lead** commissioning of analysis, delivery and communication of work to clients on smaller projects. Assist development of more junior colleagues and support the team's business development objectives.

Support client leads with advice. **Support** commissioning of analysis and development of more junior colleagues.



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.

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.



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.

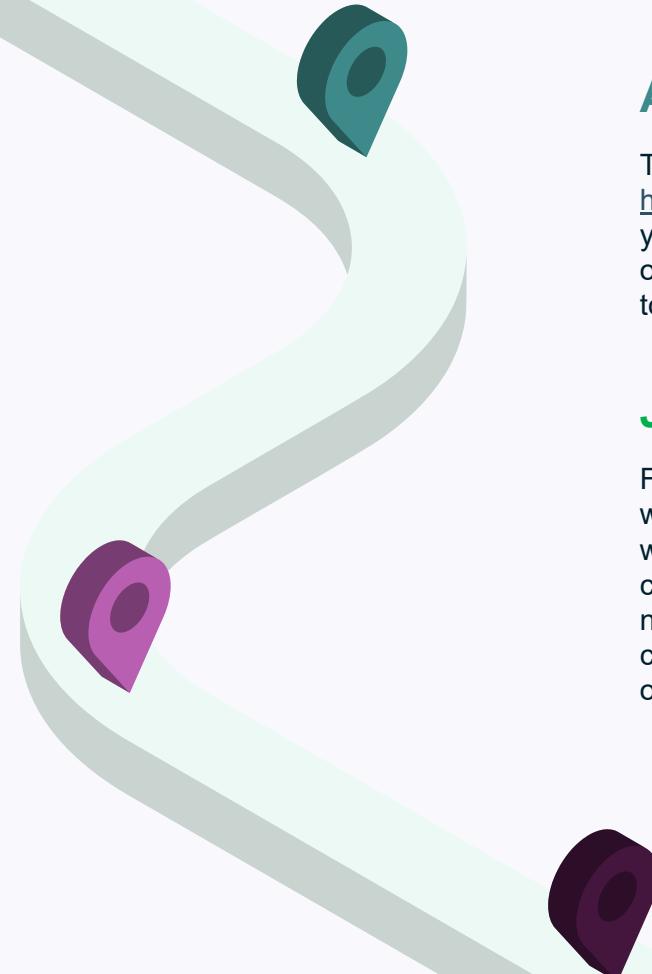
Who should apply?

We want you to apply, our success thrives on the synthesis of a diverse range of thoughts and views.

There is no typical actuary in government, and GAD prides itself on having a welcoming and inclusive work culture.

As part of the public service, we take our obligations to equality seriously, as set out in [Public Sector Equality Duty](#)

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

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.

Apply Now!

This role is open for applications until **Midday on 19th February**. 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 \(independent.gov.uk\)](#)