



Government Actuary's  
Department

# Pensions Actuaries in Government

We're hiring!

February 2026

A decorative graphic in the top right corner consisting of a grid of small triangles. Some triangles are filled with a light green color, while others are dark blue or grey, creating a complex, pixelated pattern.

# Make a difference in the public sector

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# The Opportunity

# The Role

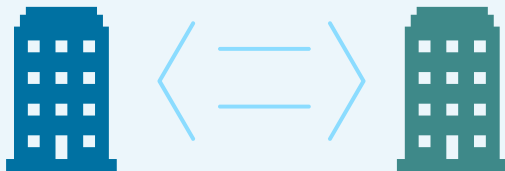


## Pensions Actuary

**Salary:**  
£76-87k\*

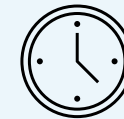
\*As set out [here](#), GAD offer salaries based on expected level of responsibility.  
The salary offered will be based on the assessment

**Grades:**  
Actuary Band 2



**Location**  
London or Edinburgh

## Team Analytical Solutions



**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 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.

# 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



# Public Service Pensions



## Ensuring public service pensions are well run and valued



### Managing cost and budget planning

Financial projections, cashflow planning and support with spend reviews. Enhancing ability to manage and plan for the future and avoiding surprises.



### Pension value, adequacy and equity

Improving member understanding and communication of the pension value. Better member outcomes including on issues of adequacy and gender gap.



### Reward strategy, Pay & pensions

Support with reward planning and ensuring effective mix of pay and pensions including support in understanding financial and member implications.



### Data insight and communications

Using data analysis and insight techniques to develop better understanding of membership and support planning and communication to achieve scheme goals.



### Support with pensions issues - McCloud

Avoid unintended financial or member consequences, reputational damage and member dissatisfaction. Support with existing or potential litigation including scoping, developing solutions and guidance.

# Funded Pensions



Helping clients manage their funded pension schemes - offering unique insight in risk management where there is a public interest



## Funding options in a new regulatory landscape

Supporting clients with their long-term planning and goals whilst facing evolving regulatory and economic challenges.



## Public sector considerations

Utilise our deep understanding of public sector specific requirements and challenges. Navigating the distinctive public sector considerations and constraints, balancing scheme sustainability, member outcomes and the wider taxpayer interest.



## Scheme benefit design

Analysis and insight to support development of appropriate scheme structure and benefit design - with consideration for cost scenarios, member outcomes, achieving organisational objective and mitigating future risk.



## Risk analysis and projections

Providing analysis and insight to support financial planning, forecasting and decision making. Use scenario-based modelling to illustrate how key factors may evolve over time and the potential impact.

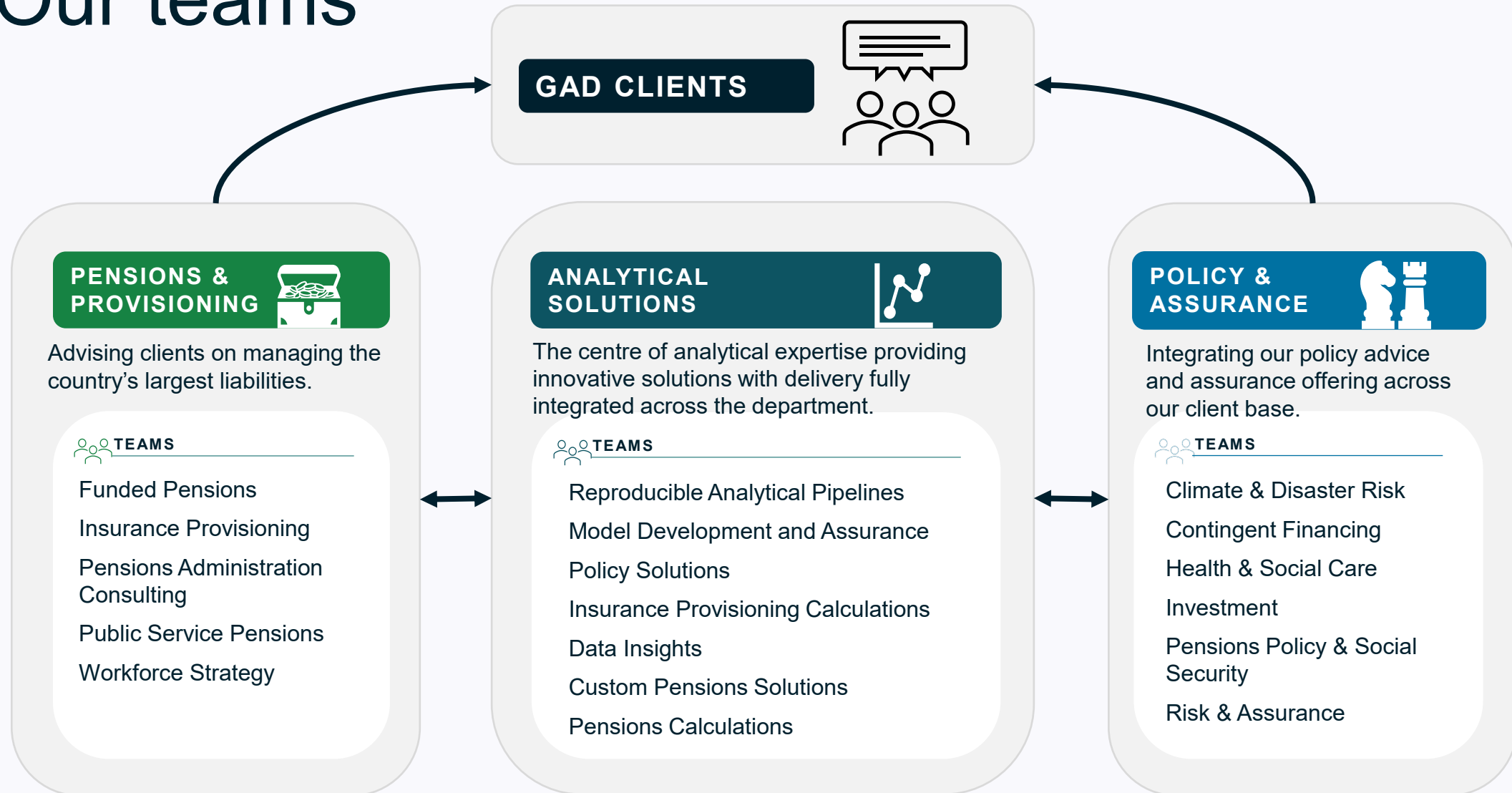


## Administrative support: GMPs, individual pension modeller tools

Support with technical pensions projects, to ensure effective ongoing administration and implementation of remedy projects. Provide robust and independent review. Build bespoke automation tools to streamline processes and increase efficiency.

# Teams & career pathways

# Our teams



# Career development

We are recruiting for actuaries at band 2. 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.

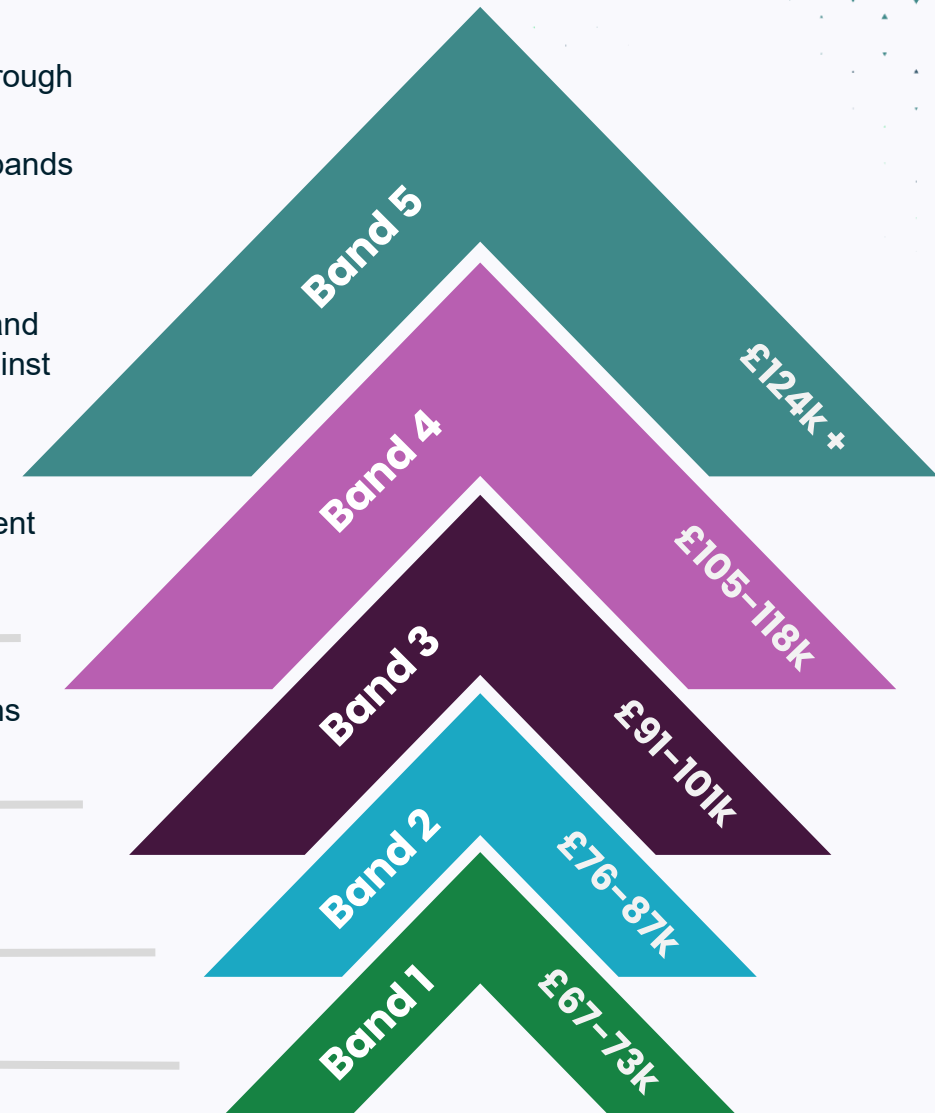
**Strategic leadership. Oversight** and responsibility for multiple clients or sub teams and major projects. Senior management accountability for reporting and performance against the team's strategic objectives.

**Lead** actuarial or analytical sub teams and oversight for internal delivery of major projects. **Effective** development of team and represent and support senior management in team operations. Play an important role in meeting the overall team's strategic objectives and developing junior colleagues.

**Lead** on major projects. **Support** development of team and GAD, providing bespoke solutions and technical excellence. They are also expected to seek innovative solutions to challenges faced by our clients and look for opportunities for where GAD can add value.

**Support** project leads on larger projects. **Lead scoping** of analysis, delivery and communication of work on smaller projects. Assist development of more junior colleagues and support the team's wider technical and managerial objectives.

**Support** project leads with technical and operational expertise. **Support** scoping 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 client teams, understand their clients' needs and how analytical and 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.

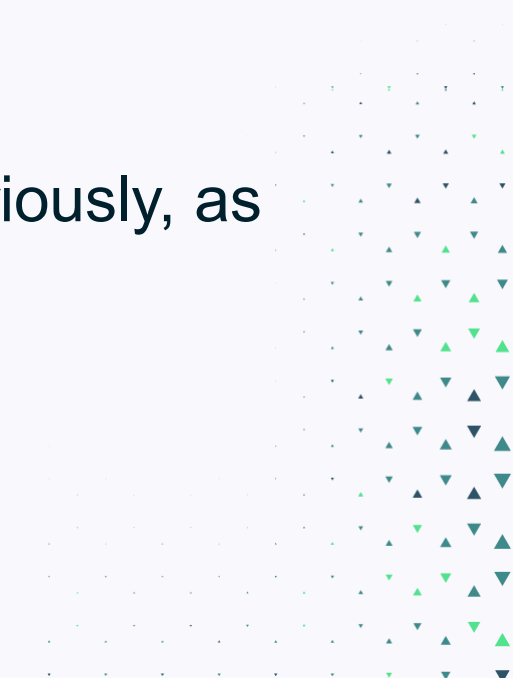


# Who should apply?

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 the [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 **Noon on Tuesday 10<sup>th</sup> March 2026**. If you have any queries, please contact our Recruitment team on [recruitment@gad.gov.uk](mailto: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](mailto: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)

