



Department
for Transport

Deputy Director – Transport Appraisal and Strategic Modelling

SCS Pay Band 1

Locations: Birmingham or Leeds

Reference: 419330

Closing date: 23:55 Wednesday 3rd September



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01 - Introduction



Welcome Message

Ian Mulheirn, Chief Analyst

Transport is at the heart of the UK economy – and evidence and analysis are central to the design and operation of our transport system. Economic analysis and modelling are vital for optimising the use of public investment in transport and ensuring the network's efficient operation. It is also key to maximising economic growth, building environmental sustainability, and creating a transport system that works for people - today and far into the future.

The Transport Appraisal and Strategic Modelling team (TASM) is central to this process. It sets the guidance for assessing the costs and benefits of transport interventions, develops the evidence base, assures the quality of analysis used to justify major interventions, and maintains and operates a number of critical strategic transport models that underpin policy decisions.

The head of TASM is therefore a pivotal and influential role within the DfT but also across the wider transport system, including with our many stakeholders across our agencies, arms'-length bodies and partners in local and regional government. You will act as key advisor to the Department and our ministers on all aspects of transport analysis, providing high-quality professional advice and judgement.

You will be joining at an exciting time, leading a major programme of modernising our modelling capabilities and deploying cutting-edge analytical tools to enable faster, more integrated and more 'vision-led' transport planning. You will also be responsible for leading the development of our appraisal processes and, crucially, engaging with stakeholders – both across the Department and outside it – to improve and build trust in our analytical framework.

As a member of the senior civil service, you will be an outstanding leader of your own team as well as a key member of the leadership team of the Analysis Directorate and DfT's Senior Analyst community. You will be adept at working with colleagues across DfT and the wider government to deliver high quality analytical and economic advice as well as ensuring that DfT continues to be an inclusive, efficient and high-performing organisation.

If you are motivated by the opportunity to be one of the most pivotal analysts in the transport sector, I look forward to hearing from you.

Department Background

Very few things affect everyday life the same way that transport does. It's much more than getting from A to B. It's about enabling individuals to take part in society. To make connections to work and leisure, education and health, business and the wider world.

At the Department for Transport (DfT) we're working to improve every kind of journey. We're harnessing new technology to create safer, more sustainable transport. And, creating better connections between people and places, we're enabling greater growth opportunities for communities UK-wide. It all means that here, you are part of something very different and special.

DfT and our agencies employ around 15,000 staff, of whom about 3400 are in the core Department, and we have the largest and most complex capital project portfolio in Government, delivered principally through delivery partners including Network Rail, HS2 Ltd and National Highways.

We are broadening our presence around the country and are growing new locations in Leeds and Birmingham.

Our Secretary of State has set out five priorities:

- improving performance on the railways and driving forward rail reform
- improving bus services and growing usage across the country
- transforming infrastructure to work for the whole country, promoting social mobility and

tackling regional inequality

- delivering greener transport
- better integrating transport networks

More information about DfT can be found on our website [here](#)

Departmental Vision

All DfT employees are guided by the Civil Service core values of honesty, integrity, impartiality and objectivity.

Everything we do to achieve this is reinforced by our values:

- ♦ **Confidence:** to challenge, to take action, to innovate.
- ♦ **Excellence:** in our professionalism, in our delivery, in our learning.
- ♦ **Teamwork:** we are inclusive, we collaborate and we support each other.

To find out more about what it is like to work for DfT go to:

[Working for the Department for Transport](#)

[Senior Senior Civil Servants - Department for Transport Careers](#)

Candidate Information Pack



02 - The Role



Job Titles

Deputy Director, Transport Appraisal and Strategic Modelling

Location

Birmingham or Leeds

We currently work on a hybrid basis with 60% of our time working in an office location

Salary

£87,000

For existing Civil Servants, internal candidates the usual pay rules should apply, i.e. if moving on level transfer the salary will remain the same, if successful on promotion the salary will be the higher of either 10% pay increase or the pay band minimum.

Contract Type

Permanent

Security Clearance

Please note that the successful applicant will need to hold or be prepared to apply for **SC** clearance

More Information

Find out more about working for the Department for Transport on the Civil Service [careers site](#).

Job Description

The Department for Transport places a very heavy emphasis on analysis in its decisions and this role is absolutely central to the analysis of the Department, as TASM sets the principles and parameters for appraisal and forecasting. The Permanent Secretary and Executive Committee take a keen interest in TASM's work, given its impact on investment decisions and therefore on the Department's credibility.

TASM is a friendly, multi-profession team sitting at the heart of the Department's analytical community in Analysis Directorate. It is made up of around 30 economists, transport modellers and operational researchers.

The Analysis Directorate strives to ensure that every DfT policy and decision is driven by high-quality data, research and analysis. They take a strategic view of the department's analytical requirements and provide support and challenge to teams across the DfT family. They provide cross-cutting work that sets the analytical standards, supports evidence gathering and makes innovative use of new analysis. They ensure the Department:

- Takes decisions based on robust evidence that reflects the latest data on the economy, society and on sound strategic thinking.
- Is well placed to deliver future transport needs by understanding social and economic trends and anticipating strategic challenges and opportunities.
- Is informed by cross-cutting and bespoke research to help shape policy formation, inform operational activities and evaluate outcomes.

The Department's wider analysis community, for which the Analysis Directorate is the central hub, has deep expertise in a range of disciplines including economics, statistics, transport modelling, social research, evaluation, operational research and data science.

Key responsibilities of the role include:

- Developing the transport evidence base and ensuring policy decisions across the department are underpinned by sound economic analysis;
- Advising colleagues, ministers and DfT's investment, Strategy and Executive committees on transport economics and modelling;
- Developing, improving and governing DfT's Transport Appraisal Guidance (TAG);
- Leading the Economic Centre of Excellence to robustly assure the quality of analysis underpinning major investment and spending proposals;
- Driving the modernisation programme for the Department's strategic modelling capabilities;
- Building strong relationships with experts and practitioners across the transport economics and modelling community; and
- Engaging with key policy and operational stakeholders within and outside the DfT to build confidence in our analytical framework.

Responsibilities

You will lead an influential and inclusive team to ensure that DfT's decisions are underpinned by relevant, trusted and robust analysis. You will take lead responsibility for:

- development of the Department's capability on transport modelling and appraisal, embedded in the Transport Analysis Guidance, our best practice guidance on transport modelling and appraisal, used to support decisions on billions of pounds of investment across the country.
- enhancing the evidence base on which our guidance and policy decisions depend.
- providing DfT strategy and policy teams with evidence on future trends in, and drivers of, national strategic transport outcomes using DfT's strategic transport models.
- leading innovation in our internal modelling to harness the potential of new analytical methods and push the boundary in terms of speed and capability of strategic transport modelling.
- engaging with external transport experts and users on the Green Book and the Transport Analysis Guidance to ensure that both are interpreted and applied appropriately for investment decisions.
- ensuring the Department remains outward facing and engaging, ensuring our appraisal and modelling programmes look ahead to ensure our analysis remains relevant, robust and trusted.

As a leader, you'll inspire innovation, champion inclusivity, and foster external engagement and collaboration across the team and wider analytical community. You will be directly responsible for the work of three Grade 6's, directly reporting to you, and their teams of c30 analysts.

You will work with senior policy officials in DfT and are expected to play a larger leadership role across the transport sector, advocating for DfT's appraisal framework and forging relationships with key academics, experts and appraisal practitioners.

In addition to leading an analytical division, you will play an important cross-cutting role as one of the Department's Senior Analysts, helping to lead, inspire and shape the culture of DfT's 400-strong analytical community.

03 - Person Specification

You will need to be able to show, through your application, that you have the professional skills, breadth of experience and personal qualities for this post, as well as the leadership skills to succeed at Deputy Director level in the Senior Civil Service.

Professional expertise: Applicants should be first rate analysts, with:

- A strong understanding of economics and appraisal methods, and the ability quickly to apply analytical principles to complex problems;
- The ability to see the bigger picture and use your analytical expertise to achieve impact;
- Extensive experience of leading teams of analysts, inspiring and motivating them, and ensuring consistently high-quality and efficient delivery;
- Demonstrated ability to engage and influence senior stakeholders and to build effective relationships across organisational boundaries;
- First-class written and oral communication skills with the ability to present complex and technical issues simply.

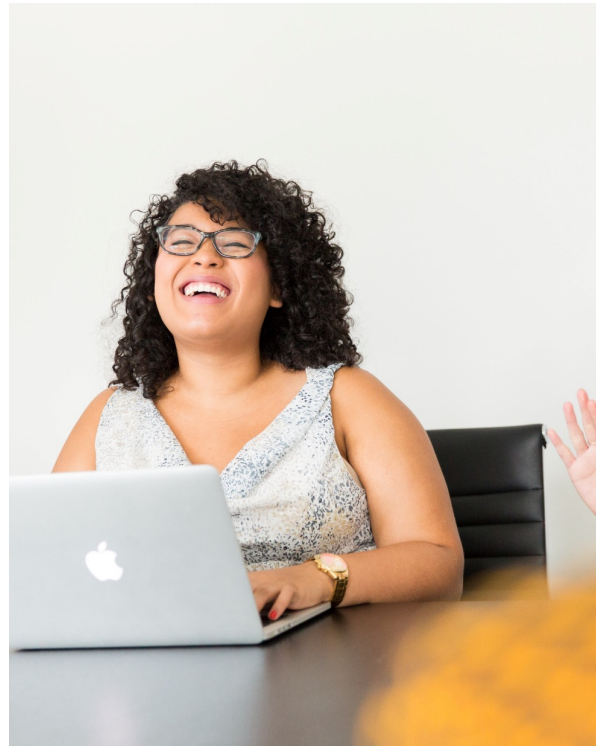
Applicants should be a member of one of the core analytical professional groups: economics, statistics, social research, operational research or transport modelling.

Candidate Information Pack



04 - Benefits

Whatever your role, we take your career and development seriously, and want to enable you to build a really successful career with the Department and wider Civil Service.



It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is ongoing. As a Civil Service employee, you'll be entitled to a large range of benefits.

Equality, Diversity & Inclusion

The Civil Service values and supports all its employees.

We have strong and pro-active staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone irrespective of background, to achieve their potential.

Pension

Your pension is a valuable part of your total reward package.

A competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; where your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. Visit Civil Service Pension Scheme for more details. >



Generous Annual Leave and Bank Holiday Allowance

25 days annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service (allowance is pro rata for part-time employees). This is in addition to 8 public holidays.

This will be complimented by one further day paid privilege entitlement to mark the King's Birthday.

Staff Wellbeing

Flexible working including part-time or term-time working and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.

Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers.

Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare. Existing employees may be able to continue to claim childcare vouchers, so please check how the policy would work for you here. Any move to the DfT from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments.

Onsite facilities Opportunity to use onsite facilities including fitness centres and staff canteens (where applicable).

05 - Recruitment Process



Application

To apply for this post, you will need to complete the online form. This should be completed no later than **23:55 on Wednesday 3rd September 2025**

The application will include:

- ◆ A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- ◆ A Statement of Suitability (no longer than 1000 words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.

Failure to submit both documents will mean the panel only have limited information on which to assess your application against the criteria in the person specification.

As part of the online application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'.

All monitoring data will be treated in the strictest confidence and will not be provided to the selection panel.

Should you encounter any issues with your application please contact:

IndiaScarlett.Horton@sandersonplc.com

For a confidential discussion to help inform your application, please contact our recruitment advisors at Sanderson Government and Defence:

Josh.irving@sandersonplc.com

IndiaScarlett.Horton@sandersonplc.com

Longlist

The panel will assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the essential criteria set out in the 'Person Specification' section. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all candidates will be advised of the outcome as soon as possible thereafter. Candidates selected for longlisting will be invited for a preliminary discussion with Sanderson Government and Defence to further explore their skills and experience.

Candidates applying under the **Disability Confident, Redeployment or Veterans Scheme** who meet the minimum selection criteria in the job specification are guaranteed an interview. Please complete the relevant parts in the application system if applying under these schemes.

Shortlist

The panel will review reports on those longlisted and will select a shortlist of candidates whose applications best demonstrate suitability for the role, by considering the evidence provided against the essential criteria set out in the Personal Specification

Assessment

Shortlisted candidates may be asked to take part in a series of assessments which could include:

Individual Leadership Assessment – a combination of psychometric assessments

Staff Engagement Exercise - a presentation and Q&A with a representative staff group from across the DfT.

These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

Interview

You will be asked to attend a panel interview where you will be asked to give a presentation and then have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the Person Specification.

Interviews are expected to take place face to face in our Leeds or Birmingham office

Outcome and Feedback

Unfortunately, due to the anticipated number of applicants for this role, we are unable to provide feedback to those not successful at longlist stage.

Timeline

The timeline later in this pack indicates the date by which decisions are expected to be made, all candidates will be advised of the outcome as soon as possible thereafter, and we will advise on any delays.

Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The anticipated timetable is as follows:

Advert Closing Date	3 rd September 2025
Longlist	w/c 15 th September 2025
Shortlist	w/c 29 th September 2025
Assessments	w/c 6 th and 13 th October 2025
Panel Interviews	w/c 20 th October 2025

06 - Diversity and Inclusion

The Civil Service is committed to becoming the most inclusive employer in the UK, and the Department for Transport wants to lead the way in this commitment.



We know that working inclusively and harnessing a range of talents means solving problems better, making better decisions and delivering better public services.

We are committed to representing as broad a range of views and backgrounds as we have in UK society, focused not just on the characteristics protected under law but equally committed to greater socioeconomic diversity, greater regional diversity and to building teams where effectively harnessing cognitive diversity is the way decisions are made.

We know that diverse perspectives and experiences are critical to an effective, modern Civil Service that delivers policies and services for all of our citizens.

Our vision is to ensure the Civil Service represents modern Britain and is a truly inclusive employer – an example to other employers. We will create an organisation where diversity and fairness are not only respected and valued – but celebrated – and where everyone can see where they belong and no one feels excluded.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us – regardless of background, working style or career experience. If you're interested in becoming a world class leader, developing your career with us – starting with this interesting and challenging role – or doing things differently and inspiring colleagues, then the Civil Service is the place for you. >



Our passion for inclusion and equality means creating a work environment for all employees that is welcoming, respectful, fair, engaging, and enriched with opportunities for personal and professional development.

We're a modern, inclusive, high performing employer. Flexible working is helping us become the organisation we need to be. It's about giving our people the opportunity to be adaptable and embrace new ways of working to improve our productivity and performance – making DfT a great place to work.

DfT was recently announced as one of The [Times Top 50 Employers for Women](#) for our work on gender equality, highlighting our dedication towards being an inclusive employer and a great place to work. We are proud to have a number of successful job share partnerships in senior roles. We are also proudly committed to building a truly inclusive workplace, through actions outlined in our [DfT D&I Strategy](#) and our [Race Action Plan](#).

What's next?

You've taken the first step and looked through this job pack to understand the skills and experience needed to perform this role. Now join us in achieving our ambitions and let us help you achieve yours. Read more about the [Civil Service becoming the UK's most inclusive employer](#) and [DfT's own diversity and inclusion plans](#).



Candidate Information Pack



Can I apply if I am not currently a civil servant?

Yes. This role is open to suitably qualified people in the external market and to existing civil servants and those in accredited Non-Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time, part-time or flexible working arrangements (including job share partnerships) but you should discuss your needs with the hiring manager if you are invited to interview.

Will the role involve travel?

Regular travel to London will be required to meet with the wider team and internal stakeholders.

Where will the role be based?

Birmingham or Leeds

Relocation costs will not be reimbursed.

Can I claim back any expenses incurred during the recruitment process?

No. We will not reimburse you, except in exceptional circumstances and only when agreed in advance.

Reserved for UK Nationals

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens, but this will not normally prevent access to a wide range of developmental opportunities within the Civil Service.

This post is not reserved.

What nationality do I need to hold in order to apply?

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

For more information on job nationality requirements and the right to work in the UK, see the [Civil Service Nationality rules](#) ([opens in a new window](#)) and the [UK Visas and Immigration rules](#) ([opens in a new window](#))

FAQs cont.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to SC level. More information about the vetting process can be found [here](#)

What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact:

IndiaScarlett.Horton@sandersonplc.com in the first instance

Do you offer a Disability Confident Scheme for Disabled Persons?

Disabled applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Confident Scheme, you should complete the relevant section of the online application. It is not necessary to state the nature of your disability.

Will this role be overseen by the Civil Service Commission?

No, however the recruitment process will still be governed by the Civil Service Recruitment Principles.

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the [Civil Service Commission's Recruitment Principles](#).

More detailed information can be found on the Civil Service Commission [website](#).

What do I do if I want to make a complaint?

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should contact eleonor.reed@dft.gov.uk in the first instance.

If you are not satisfied with the response you receive from the Department, you can contact the [Civil Service Commission](#).

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department.

If you believe that you may have a conflict of interest please contact:

IndiaScarlett.Horton@sandersonplc.com before submitting your application.