



Department
for Transport

Deputy Director - Analysis, Enablers and Strategy, Future Transport Systems

SCS Pay Band 1

Locations: Birmingham, Leeds or Swansea

Reference: 1202

Closing date: 23:55 on **14th September 2026**



Contents:

01

Introduction.....

02

The Role.....

03

Person Specification.....

04

Benefits.....

05

Recruitment Process.....

06

Diversity and Inclusion.....

07

FAQs.....

08

Contact us.....



01 - Introduction



Welcome Message

From Claire Wren
Director Future Transport Systems

Thank you for your interest in this exciting opportunity to join the Department for Transport as Deputy Director, Analysis, Enablers and Strategy within the Future Transport Systems (FTS) Directorate.

This is a unique Senior Civil Service leadership role at the heart of one of the Department's most innovative and future-focused directorates. If you are passionate about using evidence, insight and leadership to shape transport policy and drive real-world outcomes, this is an opportunity to make a significant impact on issues that affect millions of people across the UK.

FTS leads work on some of the most high-profile and complex challenges facing transport today, including road safety, vehicle standards, connected and automated vehicles, transport innovation and sponsorship of the UK's motoring agencies. We are committed to delivering a world-leading road transport system that is safe, sustainable and equitable, underpinned by robust analysis, strategic thinking and effective delivery. For this reason, we created the Analysis, Enablers and Strategy Division which brings a multi disciplinary approach sitting at the heart of the directorate.

As Deputy Director, you will lead a large multidisciplinary team spanning economists, statisticians, social researchers, policy professionals, project delivery experts and corporate support colleagues across multiple locations. You will act as the senior analytical leader within the Directorate, ensuring that evidence and analysis sit at the center of decision-making and support the development of effective policy and delivery solutions.

The role extends beyond analytical leadership. You will oversee the FTS Hub, which provides business management, portfolio oversight, briefing and correspondence functions, coordinates sponsorship activity across the motoring agencies, and provides leadership for programmes delivering Road Transport Group's technology and innovation investment. You will also act as Senior Responsible Owner for key projects, working with senior stakeholders across government and beyond to deliver strategic outcomes. These aspects have intentionally been brought together to develop cross discipline working,

We are looking for an exceptional leader with a track record of delivering high-impact analytical work, leading complex programmes, building effective partnerships and inspiring diverse multidisciplinary teams through change. This role will suit someone who combines strategic vision with strong delivery focus and who thrives in a fast-paced environment where priorities can shift quickly and where evidence-based leadership is critical.

If you are excited by the prospect of leading talented professionals, influencing decisions at the highest levels and helping shape the future of transport in the UK, we would be delighted to hear from you.

We look forward to receiving your application.

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. By 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 3,400 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 locations in Leeds, Birmingham and Swansea.

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

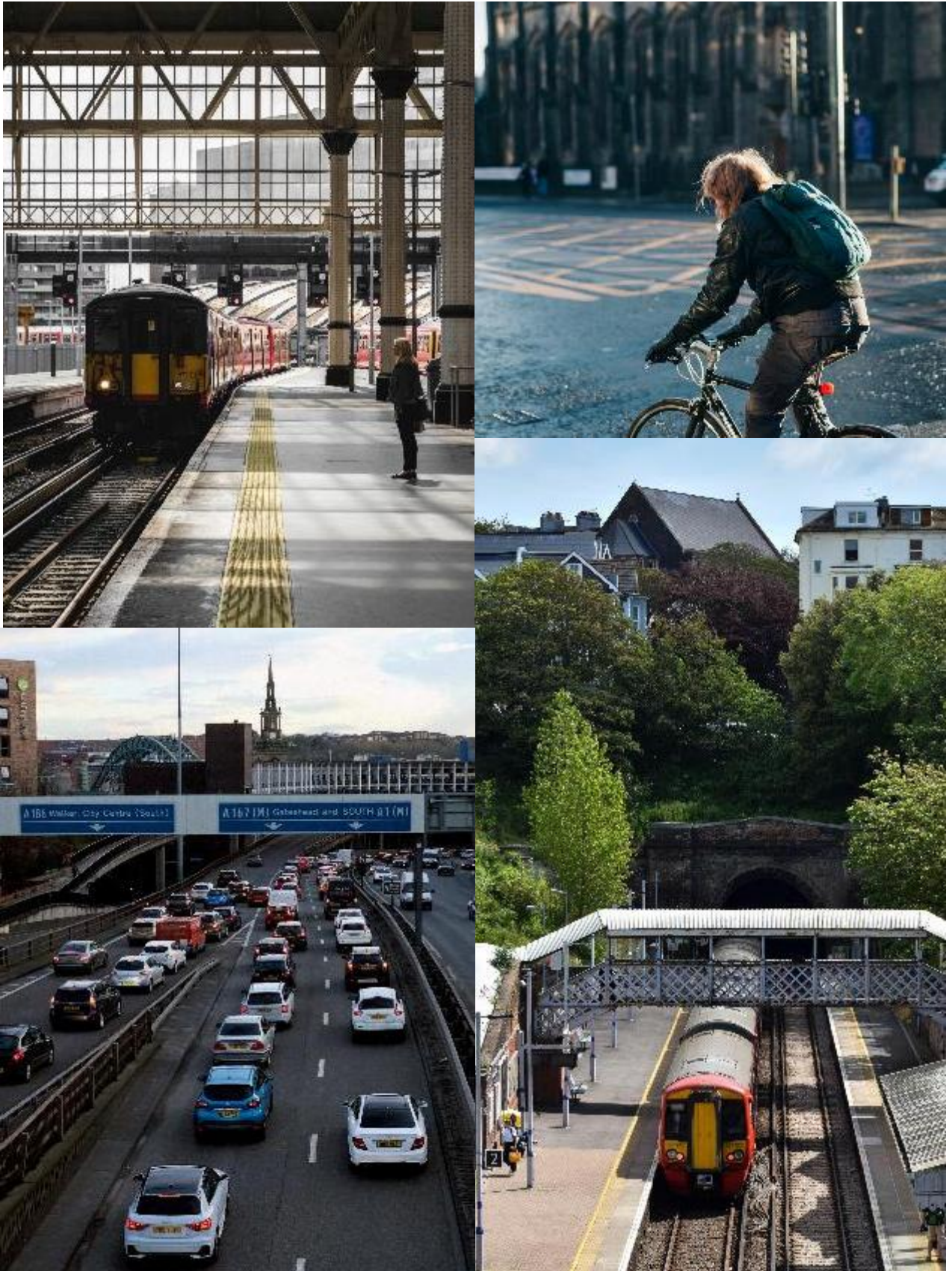
All DfT employees are guided by the Civil Service [core values](#) of honesty, integrity, impartiality and objectivity.

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

- **Bold** - being ambitious about the impact we want to make and focused on delivering it.
- **Curious** - being open-minded, evidence-led and willing to learn – from data, the people and businesses that use transport, and from each other.
- **Collaborative** - recognising that how we treat people, and how we work together matters as much as what we deliver.

To find out more about what it is like to work for DfT go to: [Senior Civil Service Careers - DfT](#)

Candidate Information Pack



02 - The Role



Job Titles

Deputy Director - Analysis, Enablers and Strategy, Future Transport Systems

Location

Birmingham, Leeds or Swansea

As a member of the SCS you will be leading teams working on a hybrid basis. The expectation is that you will spend over the 60% workplace attendance requirement of your time in the workplace. Some travel to other DfT workplaces may be required

Salary

£86,000

For existing Civil Servants, internal candidates, the usual pay rules should apply, i.e. if moving on level transfer (SCS1) 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

This is a senior leadership role in a dynamic and future-facing part of the Department for Transport. The role-holder will take responsibility for a large, multidisciplinary team which does essential work to enable the delivery of Future Transport Systems (FTS) Directorate strategic priorities. As an SCS analyst, the role-holder will also play a decisive role in shaping and delivering the Department's strategy for analysis and data. This is a permanent role.

As part of the Road Transport Group, FTS is committed to delivering a world-leading safe, sustainable and equitable road transport system for the user. We do this by developing and applying evidence, forging strategic partnerships and leveraging technology to deliver high-quality outcomes and enable effective operational delivery. Our values are that we are professional; we are curious; and we deliver.

The Directorate leads across a range of critical areas, including road safety, international vehicle standards, connected and autonomous vehicles and sponsorship of the motoring agencies (DVLA, DVSA and VCA).

Analysis and evidence are critical to everything we do. This role's focus is on overseeing timely and high-quality analysis that shapes the Directorate's policy development and delivery plans. The role-holder is also responsible for managing i) the FTS Hub for business support, portfolio management, briefing and correspondence, ii) motoring agency sponsorship coordination, and iii) a programme team delivering Road Transport Group's capital spending on technology and innovation.

Responsibilities

Responsibilities of the role include:

- Lead a large, multidisciplinary team (economics, social research, statistics, policy, project delivery, strategy, administration and corporate support) spread across four DfT office locations. The team comprises of:
 - The road vehicle technology analysis unit, supporting the policy work on vehicle standards and self-driving vehicles.
 - The road safety and motoring agency analysis branch.
 - Road safety, vehicle and EV charging infrastructure statistics.
 - The FTS Hub comprising of the Portfolio Office, briefing and correspondence and the Director's Office.
 - Motoring Agency sponsorship coordination.
 - The road transport innovation and technology programme team.
- Lead on and take responsibility for the fast-paced and demanding work of each of these components, which are all frequently subjected to shifting priorities and external demands.
- Play a critical leadership role across the wider Future Transport Systems Directorate as the most senior analyst.
- Oversee quality and timely delivery of analytical outputs, such as options assessments, business cases, evaluation and strategic analysis and evidence development.
- Support the wider Department, its Chief Analyst and Director of Data in shaping and executing wider goals on analysis.
- Take responsibility for the execution of the road transport innovation programme, keeping the team motivated and well-connected across the Department and acting as Senior Responsible Owner (SRO) for two of the major projects.
- Build and develop relationships with key stakeholders within the organisation, the wider public sector and externally.
- Take responsibility for the professional development of self and team.

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.

Experience

- Leading multidisciplinary teams in a confident and inclusive way.
- Managing change and being flexible in the face of shifting priorities and deadlines.
- Knowledge of appraisal and social cost benefit analysis techniques, principally those set out in the HM Treasury [Green Book](#), in settings that are relatable to Government practice.
- Building strategic partnerships with stakeholders both within DfT and externally.
- Setting clear goals, objectives and vision for a team and following through on those.
- An outstanding track record of leading large and complex analytical programmes to solve problems and drive change through delivering high impact analysis that directly influences strategic, policy and operational approaches and decision-making.
- Strong communication skills with a proven ability to communicate clearly and work effectively with a range of stakeholders at all levels, including Ministers and other senior stakeholders in a fast moving and complex policy environment.

Technical

You must be a member of, or eligible to become a member of, one of the Government analytical professions:

- [Economics](#) (GES) ·
- [Social Research](#) (GSR) ·
- [Statistics](#) (GSS) ·
- [Operational Research](#) (GORS)

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 £2,000 a year for each child or £4,000 for a disabled child. Parents then use the funds to pay for registered childcare. 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

Veredus are managing this competition on behalf of the Department for Transport. To apply, please submit the following through the Veredus website at [Opportunities | Veredus](#) quoting reference **1202** by no later than

23:55 on 14 September 2026.

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 1,000 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 also be required to complete the following:

- **Diversity Monitoring Form** - All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. 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' (*via this link*) [DIVERSITY MONITORING FORM – Fill in form](#)

- **Candidate Supporting Information Form** (*via this link*) [CANDIDATE SUPPORTING INFORMATION FORM – Fill in form](#)

If applicable, please also download from our website, complete and submit the following forms;

- Disability Confident Scheme Form
- Veteran's Scheme Form

Should you encounter any issues with your application please contact:

Anna.Tan@veredus.co.uk or
Laura.Spurgin@veredus.co.uk

For a confidential discussion to help inform your application, please contact our recruitment advisors at Veredus:

Anna.Tan@veredus.co.uk or
Laura.Spurgin@veredus.co.uk

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 Laura Spurgin 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 Person 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 Person Specification

Assessment

If you are shortlisted, you will be asked to take part in the following 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.

Informal Discussions

Shortlisted candidates will have the opportunity to speak to Claire Wren prior to the final interview. This is an informal discussion to allow candidates to learn more about the role and is not part of the assessment process

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 either our Leeds or Birmingham office (further information will be provided to shortlisted candidates).

Outcome and Feedback

Unfortunately, due to the anticipated number of applicants for this role, we may not be able 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	23:55 on 14 September 2026
Longlist	w/c 28 September 2026
Shortlist	w/c 12 October 2026
Assessments	w/c 19 October 2026
Panel Interviews	w/c 2 November 2026

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 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](#).

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 other sites may be required.

Where will the role be based?

Birmingham, Leeds or Swansea

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 Laura.Spurgin@veredus.co.uk in the first instance.

Do you offer a Disability Confident Scheme for Disabled Persons?

Disabled applicants who meet the minimum selection criteria in the person 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 scs.recruitment@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: Laura.Spurgin@veredus.co.uk before submitting your application.