

**ofgem**

Making a positive difference  
for energy consumers

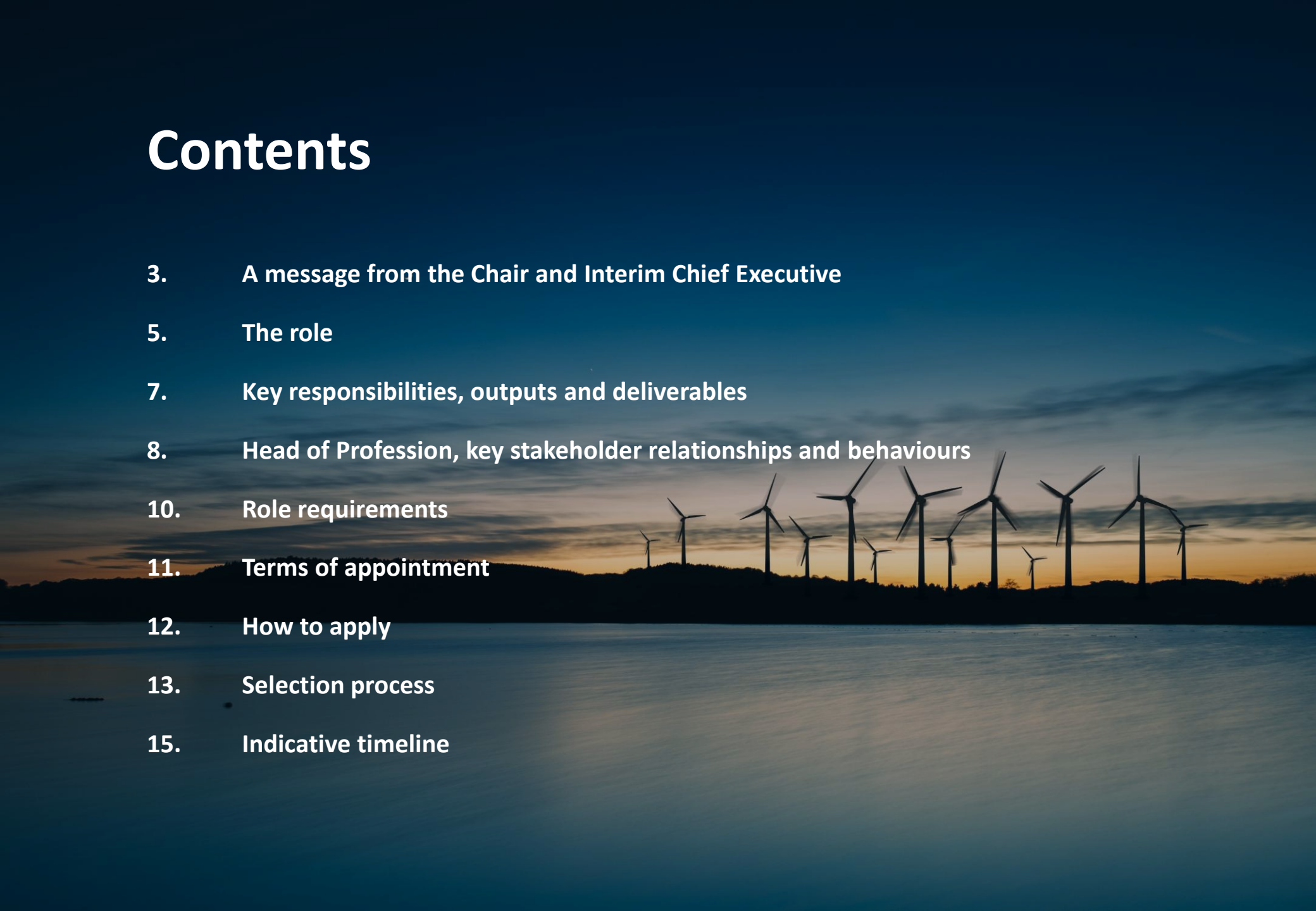


# Appointment of Chief Economist

Project code: GOREF

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- A row of wind turbines silhouetted against a sunset sky over a body of water. The turbines are arranged in a line across the horizon, with the sun setting behind them, creating a warm orange glow. The water in the foreground is calm and reflects the light from the sky.

# A message from the Chair and Interim Chief Executive

Thank you for your interest in the role of Chief Economist at Ofgem. This is a pivotal moment for the energy sector, for consumers and businesses across Great Britain, and for the UK economy more broadly. The electrification of transport, industry and households represents one of the most significant economic and industrial transformations in generations, and Ofgem has a critical role to play in delivering that transition successfully.

As the independent energy regulator, Ofgem is central to ensuring the energy system evolves in a way that protects consumers, supports economic growth, attracts investment and delivers net zero. The decisions we make today will shape the affordability, resilience and sustainability of the UK's energy system for decades to come.

The newly created role of Chief Economist reflects the importance we place on high-quality economic thinking and analysis at the heart of decision-making. Reporting directly to the Chief Executive and working closely with the Board and Executive Committee, the Chief Economist will play a highly influential role across the organisation and externally across government, industry and the wider economics community.

You will lead Ofgem's economics profession and analytical capability at a time of increasing complexity and pace of change. From network investment and market reform, to consumer protection, competition, decarbonisation and energy security, the role will provide economic leadership across some of the most important public policy and regulatory questions facing the UK today.

Our people bring deep expertise, commitment and public service motivation to their work. Across Ofgem, economists, analysts, data scientists, policy professionals, engineers and regulatory specialists work together to tackle complex challenges and deliver meaningful outcomes for consumers and society. We are ambitious for Ofgem to be a modern, data-led and internationally recognised regulator at the forefront of energy regulation, and this role will be central to achieving that ambition.

You may come from energy, government, regulation or another complex, large-scale and highly regulated environment. What matters most is that you are motivated by the opportunity to help Ofgem become a global leader in energy regulation. You will bring strong judgement, credibility and the ability to influence at the highest levels, alongside the leadership skills to inspire talented teams through a period of significant change.

This is a rare opportunity to shape the future of energy regulation at a defining moment for the sector and the wider economy. If you have the strategic capability, economic expertise and leadership qualities to help lead Ofgem through this next phase, we look forward to hearing from you.

To hear directly from Ofgem Chair Mark McAllister about the opportunity and the organisation's ambitions for the future, please watch the short introductory video here:



**Mark McAllister**  
Chair



**Tim Jarvis**  
Interim Chief Executive

# The role

**Purpose: to lead and develop Ofgem's economics profession, ensuring high quality and timely economic analysis and consumer insights across Ofgem's regulatory work, and personally providing economic advice to Ofgem decision makers.**

We are seeking an outstanding economist to lead Ofgem's economics function at a moment of unprecedented visibility and importance. You will lead Ofgem's 50-strong economics and analysis team and provide professional leadership to Ofgem's wider community of around 60 economists, ensuring that robust economic analysis sits at the heart of regulatory decision-making.

In addition to serving as Ofgem's Chief Economist, the postholder will provide strategic leadership across Ofgem's wider analytical capability, ensuring that economics, data, insight and analysis are deployed effectively to support regulatory decision-making and organisational priorities. As the most senior analytical leader in the organisation, they will champion analytical excellence and evidence-based decision making across Ofgem.

As Chief Economist, you will direct and assure economic advice across a diverse and high-profile portfolio, including retail market reforms, network price controls and competition issues. You will hold ultimate responsibility for the quality, coherence and influence of that advice supporting decisions that balance affordability for consumers with the investment needed to deliver net zero at least cost.

You will be a recognised expert in the economics of energy markets, or in regulatory/competition economics. You will provide authoritative advice to the Board (GEMA) and Executive Committee and be able to explain and defend Ofgem's economic analysis in adversarial settings where required. You will report to the CEO and be part of the Executive Committee and represent Ofgem to senior leaders across industry, government and the economics profession.

A core part of the role is professional leadership: developing capability, setting standards, and ensuring Ofgem's economists are supported to do impactful, policy-shaping work. You will be a strong people leader, committed to inclusive, high-performing teams.

Working at Ofgem provides an opportunity to influence and make decisions affecting every household and business in Great Britain and ultimately supports our economic growth and international competitiveness. As Chief Economist, you will play a pivotal role in protecting consumers, enabling net zero and supporting growth when the contribution Ofgem makes has never been more visible or more important.

You will lead Ofgem's economics profession and ensure that Ofgem economists get appropriate training and development. You will be committed to continuing with your own development and learning, and ensuring that Ofgem remains at the cutting edge of economic regulation.

You will also have an excellent track-record of building and leading successful teams, being able to inspire and develop people, and helping them to thrive. Ofgem has a culture of inclusion that encourages, supports, and celebrates the diverse voices of our colleagues. It fuels our innovation and connects us closer to the consumers and the communities we serve. Everyone is welcome - as an inclusive workplace, our employees are comfortable bringing their authentic selves to work.



# Key Responsibilities

- Provide quality economic advice to GEMA, Executive Committees and other Ofgem decision makers, and thought leadership on regulatory issues.
- Provide professional leadership of Ofgem's economics profession, supporting the development of a high performing, high impact profession.
- Lead Ofgem's economics and analysis teams, inspiring and supporting the teams, and shaping their work programmes to maximise value, deploying resource flexibly to provide quality analysis and insight in support of Ofgem's highest priorities.
- Support Ofgem in becoming a data-led, technology enabled regulator that is at the forefront of data analysis in a regulatory environment.
- Develop, manage and maintain effective relationships with stakeholders, specifically peers in relevant Government departments, regulators and the sector, and represent Ofgem externally as an effective ambassador.

# Key Outputs and Deliverables

## Contribute to the development and delivery of Ofgem strategic priorities

- Authoritative and timely economic advice across Ofgem's strategic and regulatory activities.
- High-quality economic research, analysis and assurance from Economics and Research teams to support critical policy development works.
- Ensure high standards of economic analysis by Ofgem in support of policy decisions, including meeting the requirement to perform Impact Assessments, and compliance with Quality Assurance best practice.
- Deliver policy relevant insight and advice from consumer research and behavioural insights.

## Head of Economics Profession

As head of the profession, you will:

- Provide visible and motivating leadership of the economics profession within Ofgem.
- Ensure that the economics profession recruits, develops, and deploys staff effectively to meet the organisation's strategic priorities and support staff career goals.
- Build the capacity of the economics profession within Ofgem, including ensuring effective training programmes and career development is in place.
- Boost Ofgem's economic modelling capability.
- Mentor and coach Ofgem economists, supporting their personal and professional development.

# Key Stakeholder Relationships

## Internal

- GEMA Board members
- Senior regulatory officials
- Heads of Professions and HR

- Senior economists in relevant Government Departments.
- Senior economists in other Regulators and in industry.
- Senior academics
- Ministers and other senior politicians and civil servants

# Behaviours

## External

- Leadership
- Strategic thinking and judgement
- Communicating and influencing
- Working collaboratively
- Delivering results
- Developing people and capability



# Role requirements

<p><b>Essential Criteria</b></p>	<ul style="list-style-type: none"> <li>• Strong track record of applying economic analysis in energy or to other complex regulatory, market and public policy challenges.</li> <li>• Senior and credible leader with experience building and leading high-performing multidisciplinary analytical teams, including economists, statisticians and data scientists, within complex, large-scale, highly-regulated environments.</li> <li>• Deep expertise in the use of economic modelling, econometrics, data analysis, and advanced analytical techniques to evaluate markets, assess regulatory interventions, forecast outcomes, and support evidence-based decision making.</li> <li>• Highly credible advisor to very senior decision-makers with the ability to build trust and influence e.g. with Boards, Chief Executives, ministers, and other senior stakeholders.</li> </ul>
<p><b>Key skills / capabilities required</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate visible commitment as a senior leader that fosters and supports diversity and inclusion.</li> <li>• Effective resource management including the ability to identify priorities and flex resources to meet them.</li> <li>• To have, or be able to develop quickly, a strong network amongst the government and regulatory economic community.</li> </ul>

# Terms of appointment

**Title:** Chief Economist

**Level:** SCS PB2

**Directorate:** Economics and Analysis

**Location:** London/Glasgow/Cardiff

**Number of positions & contract types:** Permanent  
(Flexible/Part-time/Jobshare will be considered)

**Salary:** Up to £163,000



# How to apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to Ofgem on this appointment.**

Candidates must submit an application no later than midday on **Friday 12th June** through our website at [roles.saxbam.com](https://roles.saxbam.com) using code **GOREF**.

You will be required to submit the following at the application stage:

- A CV (no longer than three pages), 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 two pages) explaining how you consider your experience matches the essential requirements and key skills/capabilities detailed in the person specification.
- A completed 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. The completion of the Diversity Monitoring Form is mandatory, but it includes the option 'prefer not to say'.

As a Disability Confident employer, we guarantee an interview to disabled applicants who meet the essential criteria - please select the Disability Confident option on the Diversity Monitoring form when applying. The panel will review applications against the essential criteria set out in the person specification. Failure to address all essential requirements may affect an application's progression.

To arrange a confidential discussion, please contact Annabel Russell-Wilks at [annabel.Russell-wilks@saxbam.com](mailto:annabel.Russell-wilks@saxbam.com)

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

**GDPR personal data notice:** According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

**Due diligence** will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

# Selection process

## Independent oversight

Elizabeth Hambley, a Civil Service Commissioner, will chair the recruitment process.

The Civil Service Commission has two primary functions:

- Providing assurance that selection for appointment to the Civil Service is on merit, on the basis of fair and open competition. For the most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.
- Hearing and determining appeals made by civil servants under the Civil Service Code, which sets out the Civil Service values of Impartiality, Objectivity, Integrity and Honesty, and forms part of the relationship between civil servants and their employer.

More detailed information can be found on the [Civil Service Commission website](#). If you have any questions regarding this process, please contact Jon Townley, Head of Talent Acquisition, at [Jon.Townley@ofgem.gov.uk](mailto:Jon.Townley@ofgem.gov.uk).

## Panel members

In addition to Elizabeth Hambley, the other panel members will be:

- Tim Jarvis, Interim CEO
- Akshay Kaul, Director General for Infrastructure

# Selection process

## Longlist and shortlist

The panel will assess applications to identify those demonstrating the best fit with the role, by considering the evidence provided against the essential criteria set out in the person specification. Saxton Bampfylde consultants will interview the longlisted candidates.

## Assessment

If you are shortlisted, you may be asked to take part in either psychometric testing or a staff engagement exercise. These activities do not result in a pass or fail decision; rather, they are designed to support the panel's decision-making and to highlight areas for further exploration at interview.

Shortlisted candidates may also be invited to meet with an Ofgem Board Member. These discussions are intended to provide an opportunity for the Board to discuss priorities and the candidate's approach to the role. They may provide feedback to the panel on any issues they wish the panel to explore further at interview. The final assessment and selection decision remains the responsibility of the panel, chaired by the Civil Service Commissioner.

Candidates will be asked to attend a panel interview in person, providing an opportunity for a more in-depth discussion of previous experience and professional competence against the criteria set out in the person specification. Full details of the assessment process will be provided to shortlisted candidates.

## Offer

Regardless of the outcome, all candidates will be notified as soon as possible following the conclusion of the final interview stage.

# Indicative timeline

The timetable below sets out the indicative dates for the recruitment process.

While these dates are accurate at the time of publication, they may be subject to change.

Candidates who are successful at the application stage may be contacted by Saxton Bampfylde to arrange an initial, confidential discussion.

Event	Timescale
Closing date	Midday Friday 26 <sup>th</sup> June 2026
Longlist meeting	w/c 29th June 2026
Shortlist meeting	w/c 20th July 2026
Candidate assessments	w/c 24th August 2026
Panel Interviews	w/c 31st August 2026

