



Department  
for Transport

# Deputy Director, Advanced Analytics

SCS Pay Band 1

Locations: Birmingham, Leeds and London

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Closing date: 23:55 on Sunday 24<sup>th</sup> May 2026



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# 01 - Introduction



## Welcome Message

**From Sam Rose,  
Director Data and  
Advanced Analytics**

Thank you for your interest in joining the Department for Transport at a pivotal moment for data, analytics, AI and Digital Twins. Transport touches almost every part of daily life, and the decisions we take on investment, operations, safety and the future shape of the system are increasingly driven by the quality of our evidence and our ability to use new technology responsibly. There has rarely been a more exciting time to work in this space: the tools are maturing quickly, expectations are rising, and the opportunity to turn innovation into real-world public benefit is immense.

This Deputy Director role is central to our ambition. You will lead a multi-disciplinary Advanced Analytics Division and shape how we scale AI, advanced analytics and Digital Twins across the Department, providing a centre of gravity and visible leadership across our sector. The opportunity is not only to develop models and tools, but to drive the workflow, process and culture change that turns innovation into sustained impact, improving how teams make decisions and deliver outcomes for the public.

I'm ambitious about what we can achieve: building strong governance and assurance, investing in capability, and partnering with colleagues across DfT, our sector and alongside Subject matter experts, academia and of course the big tech companies to embed new ways of working at pace.

If you are excited by leading expert teams, influencing senior stakeholders and delivering change in a complex system, I would be delighted to hear 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.**

**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 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](#)

# 02 - The Role



## Job Titles

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Deputy Director, Advanced Analytics

## Location

Birmingham, Leeds, London

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

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c£100,000

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

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Permanent

## Security Clearance

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

## More Information

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Find out more about working for the Department for Transport on the Civil Service careers site.

# Job Description

## Why this role matters

You'll sit at the centre of the Department for Transport, shaping how evidence and emerging technology are used to improve decisions that affect millions of journeys. This is a high-profile leadership role with real influence across the Department, our arm's length bodies and the wider transport sector balancing pace and innovation with proportionate governance and assurance.

We are seeking an innovative Deputy Director to lead the Advanced Analytics Division within the Department for Transport's central Analysis Directorate.

The Division sits at the heart of the Department, partnering with teams across DfT and working closely with our arm's length bodies. The team is currently based in London, Leeds and Hastings.

The Advanced Analytics Division is a high-performing, multi-disciplinary team bringing together Analytical professions, Government Science and Engineering and programme delivery. We combine deep technical expertise with strong stakeholder engagement to turn complex questions into practical, decision-ready insight and delivery.

## In particular, we:

- Lead the Department's AI and Digital Twin programmes high-profile, internal and externally facing portfolios that shape how the department and the sector uses these emerging technologies
- Apply advanced analytics to strengthen evidence-based decision making improving quality, speed and value for money across DfT
- Set standards for model governance and quality assurance ensuring analytical and AI products are trusted, robust and used appropriately.

# Job Description – Cont'd

Our work ranges from rapid, agile delivery (developing and deploying models and AI tools) to building the governance, training and assurance needed to scale new approaches safely. We focus on using the right method for the question and delivering tangible impact.

The team partners with policy and operational areas to define problems clearly, shape strong questions and translate needs into well-scoped analytical or technology requirements.

We provide visible leadership across the Department and the wider sector in our areas of specialism including AI and advanced data science, model development, and work to inform Digital Twin policy and procurement. Most projects combine several of these strands, and you will ensure work is prioritised, delivered to high standards and communicated in a way that supports confident decisions.

Alongside leading through others, you will retain enough technical depth to be an effective sponsor and critical friend providing informed challenge, assuring quality, and, where appropriate, contributing directly to priority work. You will speak confidently on a range of technical subjects and translate complexity into clear, decision-focused advice for senior leaders and ministers.

You will also work with analytical teams across DfT to continuously improve how we do analysis spotting where new or under-used techniques can increase quality, pace and value for money.

## What you'll get

- A high-profile leadership role with exposure to senior leaders and ministers, shaping key decisions across transport.
- The chance to lead nationally significant programmes (AI and Digital Twins) and influence how these emerging technologies are used across the sector.
- A multi-disciplinary team of experts and the opportunity to build capability, culture and ways of working that deliver real impact.
- Strong professional networks across the analytical professions, Government Science and Engineering and the wider data community alongside the opportunity to build strategic relationships with academia, SMEs and big tech.
- Support for your development through stretching work, coaching and access to learning across the Civil Service.
- Flexible working options and hybrid working (60% office-based), with a choice of locations and regular travel to London

# Responsibilities

## Duties and Responsibilities

You will lead delivery through a mix of virtual, project-based teams and line-managed teams owning a divisional portfolio and ensuring it is prioritised, governed and delivered effectively. You will set clear objectives, put in place strong programme controls (plans, milestones, risks and dependencies), track benefits and build an inclusive, high-performing culture that delivers at pace.

- **Lead and inspire the Advanced Analytics Division**, setting clear direction and translating strategy into a coherent portfolio of programmes and projects. You will oversee prioritisation and resourcing, manage key risks, issues, and dependencies, and empower experienced leaders across the team to deliver through others.
- **Lead the Department's AI programme**, working with the Director for Data and Advanced Analytics and senior stakeholders (including the Chief Scientific Adviser, CDIO and Executive Leadership Team) to accelerate adoption. At this stage of AI maturity, this is as much about redesigning workflows and changing how people work as it is about the technology so you will drive programme delivery, change management and capability-building alongside proportionate governance and risk management.
- **Influence senior stakeholders** to use advanced analytics and AI by identifying priority opportunities, making the case for change and supporting teams to adopt innovative approaches where they add value.
- **Support the adoption of Digital Twins in transport** to realise economic and operational benefits. A Grade 6 will lead day-to-day delivery; you will sponsor the programme—setting direction, agreeing milestones and benefits, and ensuring effective governance of delivery (including a multi-million-pound offer supporting local authorities this parliament) to increase take-up across the sector.
- **Champion the use of advanced analytics and data science across DfT** by providing expert challenge, driving innovation, and influencing senior stakeholders on when and how to use these approaches to improve decisions and delivery.
- **Grow our data science networks and profile**, building on the success of the Data Science in Transport platform so we share learning, attract talent across our sector, and position DfT as a leader in advanced analytics.
- **Build Advanced Analytics capability by developing people**, strengthening ways of working and using matrix management effectively. You will plan and distribute resources to meet short-term delivery pressures while anticipating longer-term needs and help shape the Department's wider capability agenda.
- Provide technical leadership and assurance, using your expertise to shape high-quality analysis and AI across the Department, including acting as Senior Responsible Owner (SRO) for model governance.

# 03 - Person Specification

We are looking for a leader with strong technical breadth and depth, and the leadership skills to deliver through others in a matrixed environment. You will build capability across the Division and the wider Department and help embed new ways of working that increase impact, pace, and quality.

## **Professional expertise -**

Applicants should have:

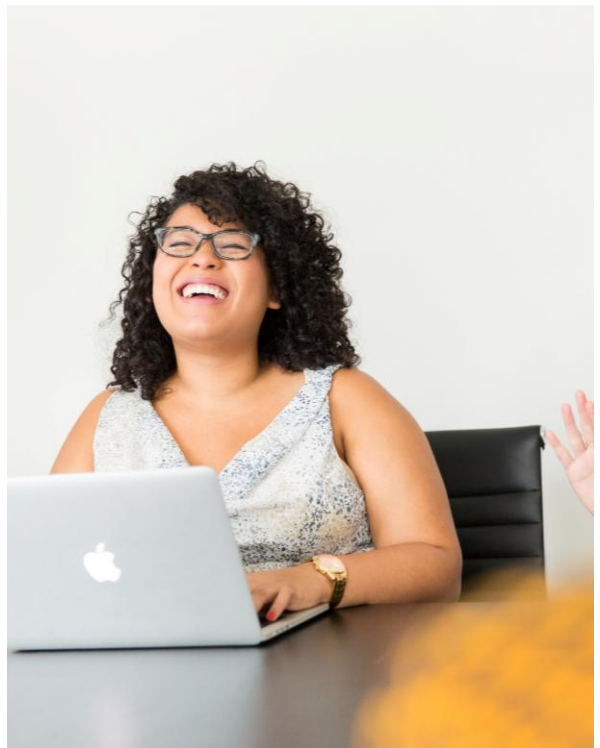
- A strong analytical background demonstrated through either relevant professional membership/accreditation (e.g., data science, operational research or a related field) or equivalent senior experience leading analytical and AI work in practice.
- Experience of governance and quality assurance for analytical models and AI systems.

## **Skills and Experience:**

- Experience of leading an AI programme, including technical development and deployment, alongside comms, governance, and training.
- Strong programme and change management skills, with experience driving workflow and process change to embed AI (or similar technology-enabled change) at scale.
- Ability to see the bigger picture and direct your expertise to achieve impact.
- Inspiring, confident, and empowering leadership of multifunctional teams, and of leading culture change.
- Excellent track record of managing and developing staff, inspiring them and building their technical and wider capabilities.
- Demonstrated ability to engage and influence stakeholders at all levels and to build effective relationships and networks across organisational boundaries.

# 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

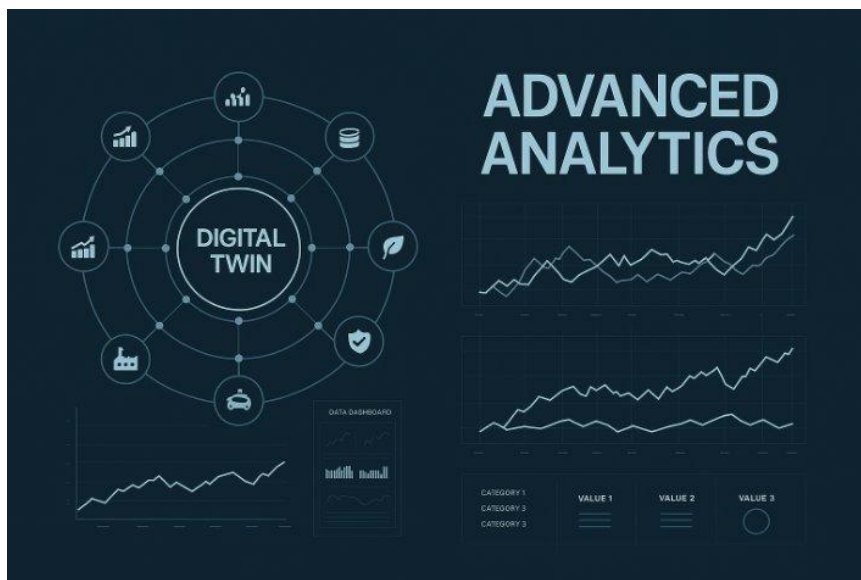
Flexible working including part-time or term-time working and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.

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 Sunday 24<sup>th</sup> May 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 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](mailto:IndiaScarlett.Horton@sandersonplc.com)

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

[Josh.iring@sandersonplc.com](mailto:Josh.iring@sandersonplc.com)

[IndiaScarlett.Horton@sandersonplc.com](mailto: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

If you are shortlisted you will be asked to take part in the following assessments :

- 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.

## Informal Discussions

Shortlisted candidates will have the opportunity to speak to Sam Rose 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 our London 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:

<b>Advert Closing Date</b>	<b>Sunday 24<sup>th</sup> May 2026</b>
<b>Longlist</b>	<b>Thursday 28<sup>th</sup> May 2026</b>
<b>Shortlist</b>	<b>c10<sup>th</sup> June 2026</b>
<b>Assessments</b>	<b>w/c 14<sup>th</sup> June 2026</b>
<b>Panel Interviews</b>	<b>w/c 21<sup>st</sup> June 2026</b>

# 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](#).



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

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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?

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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?

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Regular travel to other sites may be required.

## Where will the role be based?

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Birmingham, Leeds or London

Relocation costs will not be reimbursed.

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

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

## Reserved for UK Nationals

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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?

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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?**

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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?**

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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](mailto:IndiaScarlett.Horton@sandersonplc.com) in the first instance.

## **Do you offer a Disability Confident Scheme for Disabled Persons?**

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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?**

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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?**

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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 [elleanor.reed@dft.gov.uk](mailto:elleanor.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?**

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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](mailto:IndiaScarlett.Horton@sandersonplc.com) before submitting your application.