

JOB PURPOSE

Join us to strengthen PLSA's policy and research impact, helping everyone achieve a better income in retirement.

PLSA enters 2025 with a very significant policy and research agenda, reflective of the current profile of pensions in the national policy agenda and the need to maximise PLSA's impact in that context, as well as building out new capability around thought leadership. This makes it a particularly exciting time to join the team.

At PLSA we are committed to doing everything we can to improve the retirement incomes of savers in the UK. That means making sure they save adequately through their working lives, investing their money responsibly, ensuring the schemes they belong to can meet the highest standards, improving regulation so it works in the interests of our members and their members, and helping people to understand their options when they come to retire. We do this for, with and through our members.

The Deputy Director of Strategic Policy and Research is a newly created role, leading the delivery of PLSA's proactive strategic policy and research agenda.

This post will report to the Director of Policy and Advocacy, with line management responsibility for the Head of Research and the Head of Strategic Policy, and responsibility for a team of four overall. You will work collaboratively with the Deputy Director of Policy and Regulation, drawing on the expertise of this core policy team to help drive the strategic policy agenda that you will oversee.

The postholder will also play a key role in the overall leadership of the Policy and Advocacy team, which is the largest team within the PLSA comprising 22 staff.

KEY RESPONSIBILITIES AND EXPERIENCE

At PLSA, we want to grow our proactive thought leadership and research capacity. You will create a strategic plan showing how this can best be delivered, working with both the team and in collaboration and partnership with members.

Annually, you will lead the delivery of several pieces of proactive policy work, supported by original research, pre-empting the Government's agenda to influence policy in members' interests. The team's outputs will be credible, innovative and inspiring, helping to build PLSA's impact and profile.

And you will help to lead the wider organisation, getting involved in senior governance groups and inspiring your direct reports and the wider team.

You will bring proven experience of having delivered effective, impactful policy and research work that has been published, as well as senior-level experience managing policy and/or research teams. You will also have senior-level experience of having worked collaboratively and in partnership with other individuals and organisations to deliver policy and research.

You will have exceptional communication skills, written and verbal, and be ready to act as a senior spokesperson for the PLSA. You will be able to show that you have operated successfully at a senior level in an organisation of similar size and complexity, and bring strong leadership and people skills.

Ideally you will bring relevant subject matter knowledge of financial services or pensions policy, although this is not essential.

Finally, you will be able to fit in well with the existing team, which is highly capable, committed and inclusive.

OTHER INFORMATION

We are based at offices in London. Our current discretionary arrangements are hybrid working with an expectation that staff attend the office at least 20% of the time, and attend other essential meetings and functions as required by their roles. As an example, the current Director spends around 40% to 60% of time in central London either at the PLSA's office or at those of key stakeholders such as Government departments, Parliament and the pensions industry.

The remuneration package is as follows:

- ▶ Salary up to £110,000 per annum, depending on experience
- ▶ Discretionary bonus of up to 10% based on performance
- ▶ Life assurance
- ▶ Pension of 20% (15% employer/5% employee) or 10% (10% employer/0% employee)
- ▶ Health cash plan

If you think you could be a good fit, we would love to hear from you.

Closing date for applications: 7th April 2025 at noon.