

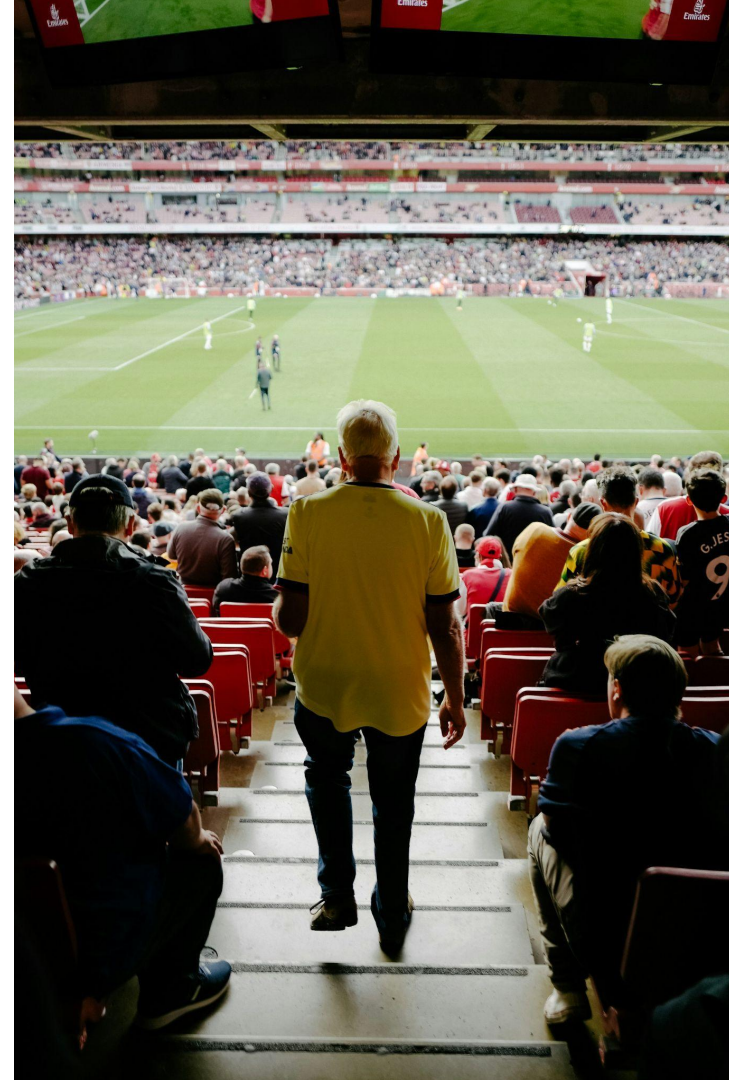
Job title: Independent Football Regulator - Senior Economist

IFR Grade: Manager

Job reference: 12

Closing time and date: Tuesday 2nd December at 23:55

While DCMS are advertising this role, it will be based in the Independent Football Regulator (IFR) and will not start until the IFR has been fully established as an independent body. This is anticipated to be no earlier than October 2025. You will be employed on the terms and conditions of the Independent Football Regulator. Please see slide 10 for more information. The recruitment process will follow DCMS recruitment processes and policies.



Welcome from our Chief Executive Officer - Richard Monks

Thank you for your interest in applying for this role.

The Independent Football Regulator protects football clubs and their fans. English football clubs play a vital role in local communities and local economies across the country - from Truro to Newcastle, Carlisle to Gillingham.

Whilst English football is thriving, the future of too many clubs has been threatened by financial mismanagement or unsuitable ownership. Football fans suffer enough - through the ups and downs of their team's performance. No football fan should have to worry that 100+ years of local heritage could be destroyed through mismanagement.

This is a really exciting opportunity to shape a new organisation. We are looking for people who are passionate about what they do, who thrive in a collaborative team environment, and have the skills and experience to deliver our critical mandate.

Our most important asset is our staff. As CEO, I have a simple vision - to create a high-performance and inclusive environment, where staff are empowered and incentivised to perform at their very best. We will work as a team to create and sustain this culture.

We're committed to building a diverse and inclusive organisation. A great workplace is one that supports its people, which is why we offer flexible working and up to 9 months of shared parental leave on full pay. We also invest in our team's growth with professional development opportunities, ensuring you have the skills and support to advance your career.

I really hope you can join us to play a part in the Independent Football Regulator and making a difference for fans for years to come.

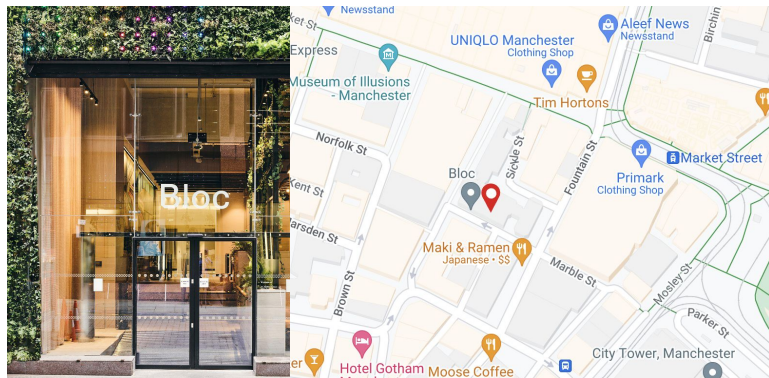


IFR's office locations

Greater Manchester (Headquarters)

Address: Bloc, 17 Marble St, Manchester, M2 3AW

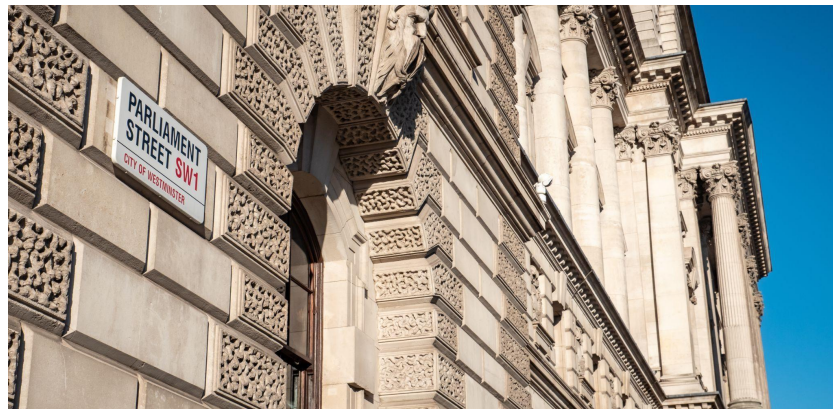
The IFR will be headquartered in Greater Manchester. Our office is currently located in Manchester City Centre (M2) and is a 10 minute walk from Manchester Piccadilly and Victoria Train Station. We are also accessible by tram and bus routes across Greater Manchester from Piccadilly Gardens and St Peter's Square. We expect to move to new offices in 2026.



London

Address: 100 Parliament St, London, SW1A 2BQ

The IFR currently has a second office in 100 Parliament Street, or 1 Horse Guards Road. We expect to move to new offices in 2026.



Information for applicants

What you will need to work at the IFR:

- To reside and have the right to work in the UK.
- To possess a [National Insurance Number](#).
- To have, or be willing to obtain, the required level of security clearance.

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

You must meet the Civil Service Nationality rules, which can be found [here](#).

For some roles, we may be able to sponsor applicants who require a visa to work in the UK, providing you meet the nationality eligibility criteria. Sponsorship is granted under the [Skilled Worker Visa](#) route. Applicants who require a visa are advised to make vacancy holders aware of this at the earliest opportunity.

Feedback

Please note you will only receive feedback if you reach the interview stage. Following interview, all candidates will receive a score along with some short written feedback on your performance at interview.

Conflicts of interest

All applicants to the IFR are required to demonstrate that they do not have other interests likely to conflict with their responsibilities as an employee of the IFR. You should declare any potential conflict of interest as early as possible in the selection process, and also disclose information or personal connections that, if appointed, might be open to misperception.

Any potential conflicts of interest will not prevent candidates going forward to interview but may, if appropriate, be explored during the interview to establish how the candidate would address the issue(s) should they be successful in their application.

Complaints

If you feel your application has not been treated in accordance with the [Civil Service Commission's Recruitment Principles](#), and you wish to make a complaint, please contact the team at careers@footballregulator.org.uk

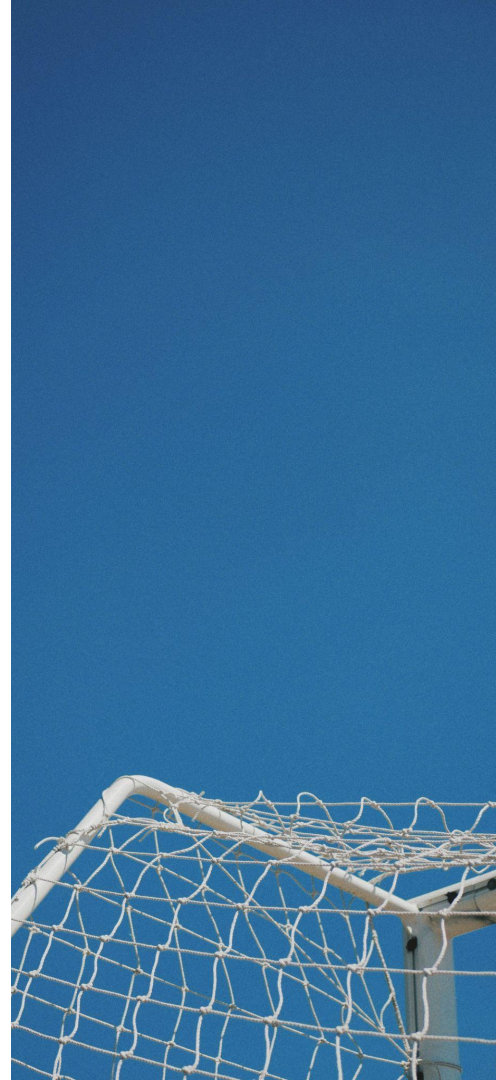
About the team

The Independent Football Regulator

The Independent Football Regulator (IFR) has been established to protect and promote the sustainability of English football, for the benefit of fans and the local communities football clubs serve.

The IFR will help improve financial sustainability of clubs, ensure resilience across the leagues, and safeguard the heritage of English football. It will operate a licensing regime; set corporate governance standards and monitor, protect, and promote financial resilience. It will also enforce compliance with requirements on financial regulation, club ownership and directors, fan engagement, and heritage protection.

The IFR will also have powers to prohibit clubs from joining competitions that are not fair or meritocratic, or that threaten the heritage or sustainability of English football.



About the role

Responsibilities Include:

- Developing the scope of the analysis (what are the key questions to ask?)
- Developing the frameworks of analysis (how do we answer those key questions?)
- Identifying information requirements and data collection (what data do we need to answer those key questions?)
- Undertaking the analysis and drawing robust, well-evidenced conclusions
- Communicating these findings to a range of audiences
- Engaging with industry stakeholders, academics and other experts throughout the process



What are we looking for?

The ideal candidate would have the following key skills and experience:

Essential Requirements

- **A background in economics**, with either a university degree in Economics (2:1 or above) or a postgraduate degree in Economics
- **Relevant experience** working in economic analysis and research
- **Strong analytical skills**, being able to identify the key questions to ask and how best to use economic analysis to answer them
- **Ability to effectively communicate** complex ideas and findings to a range of audiences
- **A motivated team player**, who is able to establish constructive and collaborative relationships with a range of people

Desirable Skills

- Experience in a regulated industry or a background in football

FAQs

General Questions

Q. What is the current status of the Football Governance Bill?

The Football Governance Bill (“the Bill”) has now become law under its official title, the Football Governance Act 2025, following Royal Assent on the 21st of July 2025.

For more information, please follow this [link](#).

Q. Where will the Independent Football Regulator be located?

The Independent Football Regulator (“IFR”) will be based in Greater Manchester. Initially it will be based in Bloc 17 Marble St, Manchester, M2 3AW but it will move out of that office in 2026 to another office in Greater Manchester. Unless otherwise stated, all roles will be based in Manchester.

Q. What type of employer will the IFR be?

The IFR is classed as a Non-Departmental Public Body and therefore its employees are not Civil Servants. The terms and conditions are set out on page 12.



Job Details

Number of roles: 1

Salary: £59,234 - £67,940 plus a specialist allowance of £4,200

Contract type: Permanent

Who can apply?: Civil Servants and external applicants

Level of security clearance required: You must hold, or be willing to obtain CTC level. Information on eligibility for security vetting can be found [here](#).

Working patterns: Full-time, Flexible Working, Part-time, Job Share

Working hours: 37 hours

Location: The Independent Football Regulator ("IFR") will be based in Greater Manchester and it currently has a second office in London (see slide 3). This role can be based in Manchester or London. The IFR operates a hybrid working policy whereby individuals are required to spend 40% of their working hours at their hub location and the remaining 60% from home. Occasional/frequent travel may be required.

Terms and Conditions of Employment

If successful you will join a **Non Departmental Public Body** and will be employed as a **Public Servant**.

If you are an existing Civil Servant or a DCMS employee you will no longer have access to Civil Service benefits including the Civil Service pension.

The terms and conditions of employment include:

- **Pension 12%** An employee contribution of 5%, with an employer contribution of 7%.
- **Flexible Benefit 8%** Employees can choose to invest 8% of their base salary into their pension, or take as cash (post tax)
- **Reward** we will have a performance based reward programme.
- **31.5** days annual leave
- **Flexible** and hybrid working, **40%** in office attendance
- Occupational sick pay
- **9** months paid Maternity Leave + generous paternity and adoption leave.
- A bespoke L&D programme to help you achieve your personal CPD, including paid membership fees
- Cycle-to-work scheme and much more!

Information Session

We are running an information session where prospective applicants can find out more about the role. This will be hosted by **Robin Masters** (the vacancy holder), and will take place on:

- **Thursday 27th November at 11.00am**

The session will be an opportunity to hear more about the role, the team and wider directorate and the department. It will also be an opportunity for you to ask any questions.

Please register your interest by filling out this [form](#) and you will be sent an invitation. The invites will be sent the night before the session. **The sessions are not recorded.**

Please note that the session will not focus on the DCMS recruitment process - please direct any queries that you have on this topic (timelines, reasonable adjustments, onboarding etc) to careers@footballregulator.org.uk



How to apply

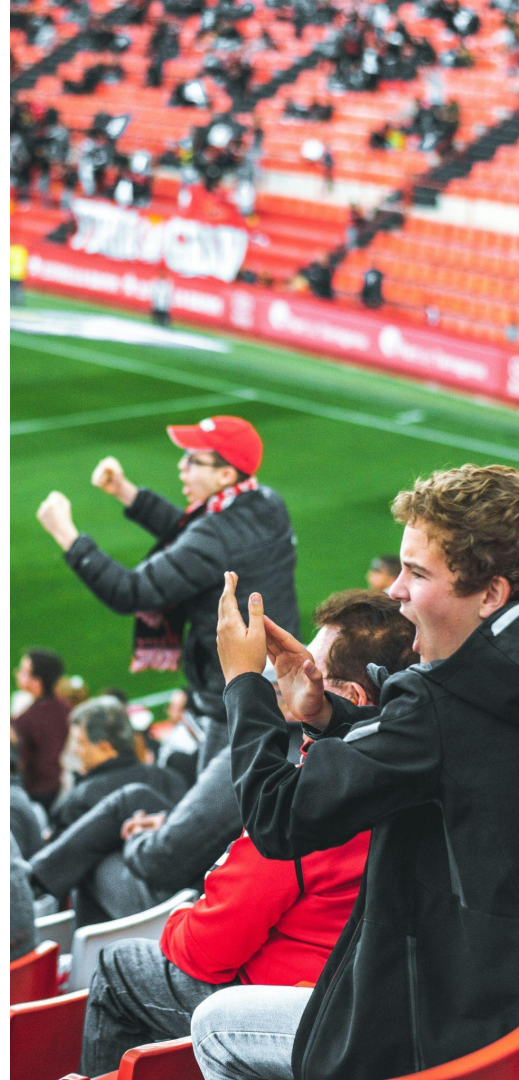
To apply for this vacancy, you will need to submit the following documents which will be assessed against the [experience success profile](#):

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you provide employment history that relates to the essential and desirable criteria, and that any gaps in employment history within the last 2 years are explained. The CV should not exceed more than 2 x A4 pages and you should insert your CV into the "Job History" section on Civil Service Jobs on the Civil Service Jobs application form.
- A **Statement of Suitability** (max **750** words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role in reference to the essential requirements highlighted. You may also choose to reference the desirable skills listed however these will not be considered in the assessment of your application except in circumstances where there are a high number and calibre of candidates.

For the **shortlist**, we will select applicants demonstrating the best fit for the role by considering the evidence provided in your application.

In the event of a large number of applicants, an initial sift will be conducted on the **statement of suitability**. Those who are successful in the initial sift will then be scored on all elements of the application.

For support in writing your application and interviewing, please refer to the 'Application and Interview Guidance' document attached to the job advert.



Selection Process Dates

Advert closing date: Tuesday 2nd December at 23:55

Shortlisting: From Wednesday 3rd December

Interviews: w/c 14th December

Feedback: w/c 21st December 2026

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process.



The Interview

The interview process will assess **experience** through competency questions and a presentation. Full details of this, including the topic, length of time, and whether or not you will need to use visual aids, will be sent to you prior to your interview.

Prior to the interview you will be sent the competency questions in advance. The questions will be based on the essential criteria listed on slide 7

Your interview will take place remotely via Teams.

Use of AI in job applications

Artificial Intelligence (AI) tools like ChatGPT, Claude, Copilot, and Gemini can help you enhance your application and prepare for the process but it is essential you use them appropriately.

They must not be used to provide misleading or false information at any stage of the application journey.

The Civil Service AI Candidate Guidance suggests ways to use AI that may be helpful to you.

The most important thing to remember is that we want to find out about you and how you align with DCMS and the Civil Service. Your application should represent your skills and personal experiences accurately and authentically.

Acceptable use of AI

- **Idea Development:** help you refine and clarify your ideas and thoughts
- **Research:** explore DCMS projects, public initiatives, and industry/profession trends.
- **Proofreading:** check spelling, grammar, and clarity.
- **Interview Prep:** conduct mock interviews for anticipated questions.

Unacceptable use of AI

- **Misrepresentation:** inflating or inventing your skills and experiences.
- **Copy-Pasting:** copying generic AI responses into your application
- **Assessment Assistance:** completing tests designed to measure abilities.
- **Sensitive Information:** inputting confidential DCMS data.
- **Live Interviews:** using AI-generated answers during interviews.

Questions?

If you have any questions about the role please either attend the information session, or contact careers@footballregulator.org.uk.

