

Gain a closer perspective on pensions

Secondment opportunities
with The Pensions Regulator



The Pensions
Regulator

**Secondments with
The Pensions Regulator
benefit all parties –
the individual, their
parent organisation
and the regulator.**



“With pension schemes and The Pensions Regulator being such significant stakeholders in a wide variety of corporate activities, it has been invaluable to my career to gain an understanding of how the industry operates”

Secondments provide an effective way for your organisation to ‘get under the skin’ of the regulator and understand the implications of regulatory policy on your clients and customers.

The transfer of knowledge through secondments enables us to be more outward-looking, commercially focused and aware of our customers’ needs. Not forgetting our south coast location, there are great benefits for the secondee. We want the best – secondees will face new challenges along with the opportunity to shape how things are done.

Key benefits

The parent organisation

- Increased understanding of the impact of pensions policy and its practical implications
- Enhancing organisational knowledge and good practice through the secondee

- Testing employee’s abilities and providing a new challenge
- Enhancing the parent organisation’s reputation and image
- Helping to develop an outward-looking staff base

The individual

- Working in a constantly changing environment and gaining new skills
- Adding an extra dimension to the individual’s CV
- Gaining a wider outlook, eg different industry sectors, different size companies
- Chance to shape how things are done



“A chance to shape how things are done in the future”

- Understanding The Pensions Regulator and the impact on companies and markets

The Pensions Regulator

- Flexible resourcing of skilled and experienced people
- Facilitating the creation of multi-skilled teams to manage relationships with key stakeholders.
- Reinforcing collaborative working practices
- Understanding the broader challenges for us in commercial markets
- Opening up communication channels and links with the wider community

Practical arrangements

There are no hard and fast rules about secondment arrangements. Secondments are usually for six to twelve months, but can be for three to twenty four months. Individuals on secondments with The Pensions Regulator retain their parent organisation’s terms and conditions.

Funding for secondments by The Pensions Regulator may be either:

- Fully reimbursed by the regulator;
- Partially reimbursed by the regulator with the balance being funded by the parent organisation; or
- Fully funded by the parent organisation

“I have thoroughly enjoyed my time at The Pensions Regulator. It has provided a great opportunity for learning about the approach of the Risk and Funding Team and this has been invaluable for subsequently advising clients”

We will fund reasonable travel and expenses payments whilst carrying out regulator business. We will require the individual to sign a confidentiality, compliance and conflict statement as well as a code of conduct.

We are keen to ensure that we attract high calibre people as secondees and, as part of our secondment approach, we may ask potential candidates to undertake a selection assessment, which will consist of an interview and a short assessment test.

The Pensions Regulator will:

- Provide induction and technical training as necessary for the secondee to undertake their role;
- Provide ongoing guidance, support and appropriate development training;
- Regularly review performance and progress against objectives
- Liaise with the secondee’s parent organisation as necessary to keep in touch and ensure the secondment agreement is honoured; and
- Contact the parent organisation if any problems arise with the secondment arrangements.



**Interested
in joining
us?**

Secondment Manager

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The testimonials used in this leaflet have been sourced from actual secondees.

**The Pensions
Regulator**