

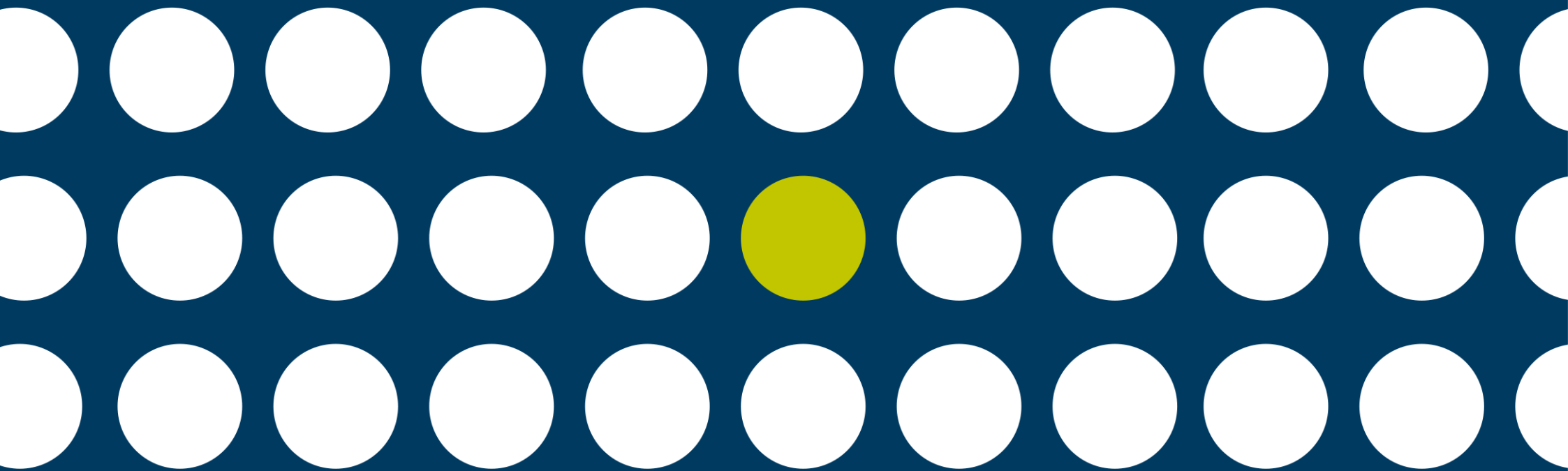
# Candidate Pack

Committee Members

*Advisory Panel on Migration  
Statistics*



Office for  
National Statistics



Thank you for your interest  
in this position.

It is an **exciting** opportunity to  
work with a **radical, ambitious,  
inclusive and sustainable**  
organisation.

# Welcome

Understanding International migration is fundamental to our understanding of the UK economy and society. It changes the size and shape of our population, contributes to the labour market and impacts the demands on public services.

The Advisory Panel on international migration statistics will provide independent advice to the National Statistician on the quality and user requirements for long-term international migration estimates. We are seeking to appoint members to the panel to play a central role in the work of the committee.

Specifically, the committee will provide advice to the National Statistician on:

- The quality and accuracy of ONS migration statistics as we continue to develop and transform these estimates.
- The strategic direction for the development of migration statistics.
- The utility and usability of long-term international migration statistics.

The members of this committee will be pivotal in offering opinions and advice, working collaboratively with other members to arrive at a consensus, and provide robust challenge and assurance on the approaches taken. This role offers the chance to shape and development of official statistics, ensuring that they meet the diverse range of user needs, in line with the GSS User Engagement Strategy.

Candidates should demonstrate a good understanding of migration statistics and the wider context of migration in the UK, as well as the ability to work effectively with a diverse panel. Candidates must be able to analyse and review complex information.

We look forward to receiving Expressions Of Interest and working with the Advisory Panel.

Professor Sir Ian Diamond

National Statistician



# Why ONS?

## The Office for National Statistics (ONS)

At ONS, our people are our strength, and we aim to be a brilliant and inclusive employer to over 5,000 colleagues, who work flexibly across all our sites and in co-located teams.

We have people in offices in Edinburgh, London, Manchester, Newport (South Wales), Titchfield (Fareham) and in the Darlington Economic Campus, alongside other departments. We also have a large team of interviewers, who are based throughout the UK.



## What do our people say about us?

'A brilliant place to work with a genuine focus on people and career development'

**Ross, Macroeconomic Statistics and Analysis**

'One of my favourite things about working in ONS is that it is packed with committed and inspiring people who genuinely care about the impact we have across the whole of society in the UK.'

**Anne, Population and Public Policy**

'A modern and flexible working environment with a focus on staff and culture'

**Tom, Recruitment Services**

# Inclusion & Diversity



The Prince's  
Responsible  
Business Network

Race at Work Charter signatory



ONS is dedicated to creating an inclusive environment to attract and retain top talent from diverse backgrounds and we aim to foster a workplace where differences are celebrated and colleagues can be their authentic selves, aligning with our mission to produce statistics for the public good. We are proud of our progress recognised through many awards.

We provide modifications to the recruitment process for applicants with disabilities or long-term health conditions. We also offer accessible versions of recruitment documents upon request. Please contact the recruitment team to discuss either of these or to assist candidates with any part of the application process at [scs.recruitment@ons.gov.uk](mailto:scs.recruitment@ons.gov.uk) or call us on 01633 455556.



## Our Mission

**“High quality data and analysis to **inform** the UK, **improve lives** and **build the future.**”**

Official statistics are for the benefit of society and the economy generally. They allow the formulation of better public policy and the effective measurement of those policies; they inform the direction of economic and commercial activities; they provide valuable information for analysts, researchers, public and voluntary bodies; and they enable the public to hold to account all organisations that spend public money, thus informing democratic debate.

[UKSA Website](#)

# About the Role

Committee Members  
Advisory Panel on Migration Statistics

**Remuneration:** Voluntary  
**Closing date:** 5 May 2025

## Background

To support him in his role, the National Statistician has created a set of advisory committees and panels to provide advice on a range of topics. In March 2025 the National Statistician recruited a Chair for the new Advisory Panel on Migration Statistics.

## Roles and responsibilities

The Advisory Panel on migration statistics will provide independent advice to the National Statistician on the quality and utility of long-term international migration estimates. We are seeking to appoint members of the committee. Through the committee these members will provide advice to the National Statistician on:

- The quality and accuracy of ONS migration statistics as we continue to develop and transform these through the Future Population and Migration Statistics Programme.
- The utility and usability of the breadth of long-term international migration statistics. The committee will consider, interpret and advise on the priority needs based on user feedback and policy context.

This will be achieved by arriving at a consensus based on reports received from other groups, the wide-range of knowledge and experience of the members and any additional information requested by the Chair.

## Reporting and governance

The Advisory Panel on international migration statistics will provide independent advice to the National Statistician - who is a member of the UK Statistics Authority Board - on the quality of statistics and user requirements for long-term international migration estimates.

The Advisory Panel will receive reports, as appropriate, from the Methodological Assurance Review Panel (MARF) and its newly established sub-group focusing specifically on the technical development of migration estimates. This technical panel will review methodology and changes in methods and provide information to the Advisory Panel to support its core function.

Reports will also be provided, as appropriate, from the newly established Migration Statistics User Group to ensure that any relevant information and feedback on user needs is taken into account by the Advisory Panel.

Agendas and minutes of the meeting will be published on the UKSA website.

# Responsibilities

## Person specification

The panel will consist of:

- The Chair
- 4 – 8 members
- 2 members will be representatives of the MARP international migration sub-group (see EOI for MARP sub-group)
- A small number of ex-officio members from other Government Organisations.

The panel will benefit from drawing from a wide-range of experience, knowledge and backgrounds. Members of the Committee will have the following general competencies:

- A good understanding and knowledge of migration statistics, their uses and the wider context of migration in the UK
- Ability to provide high quality advice and active engagement
- Strategic skills, including the ability to analyse complex issues and to think clearly, strategically, and laterally, extracting the essence of an argument from papers or presented evidence;
- Team working and collaboration skills, including an ability to work with other members and to participate in robust debate, demonstrating respectful views of all colleagues.

In addition, applications will be particularly welcomed from those with one or more of the following competencies (which are not mandatory criteria for applying):

- An understanding of the immigration system and associated processes
- Statistical knowledge of the importance of migration statistics to other areas such as population or economic statistics
- Communication or engagement expertise
- Knowledge of user needs, how migration statistics are used within Central Government, Local Government, academic research, the Third Sector or other organisations.

The successful applicant will contribute sufficiently to Committee discussions and will be subject to follow a terms of reference, which are being developed by the Chair, and a non-disclosure agreement for official-sensitive information that may be shared



# Further information

The Advisory Panel on Migration Statistics will meet approximately quarterly, at least four times each year.

The successful candidates will be appointed by the end of May, with the first meeting will be scheduled for June 2025. The other meeting dates for 2025 will be shared once approved by the Chair.

Meetings are usually virtual, although there is an expectation that the Advisory Panel will occasionally meet in-person. These posts are non-remunerated. All reasonable travel and subsistence costs will be reimbursed.

The appointment will be for an initial period of two years. The possibility of renewal for a further similar period will be available at the discretion of the Chair.

## **Conflict of interest and consideration of reputational issues**

Holders of public office are expected to adhere and uphold the [Seven Principles of](#)

[Public Life](#) and the Code of Conduct for Board Members of Public Bodies. Before you apply you should consider carefully:

- any outside interests that you may have, such as shares you may hold in a company providing services to government or which could be affected by access to market sensitive statistics;
- any possible reputational issues arising from your past actions or public statements that you have made and/or
- any political roles you hold or political campaigns you have supported;

which may call into question your ability to do the role you are applying for.

Many conflicts of interest can be satisfactorily resolved and declaring a potential conflict does not prevent you from being considered. If you are shortlisted, we will discuss any interests that would be likely to conflict with

their responsibilities, including any proposals you may have to mitigate them. Please declare any potential conflict of interest as early as possible in the selection process and disclose information or personal connections that might, if successful, be open to misperception

Details of declared political activity will be published when the appointment is announced, as required by the Governance Code (political activity is not a bar to appointment, but must be declared).

# Recruitment Timetable



**Vacancy live**

14 April 2025

**Closing date**

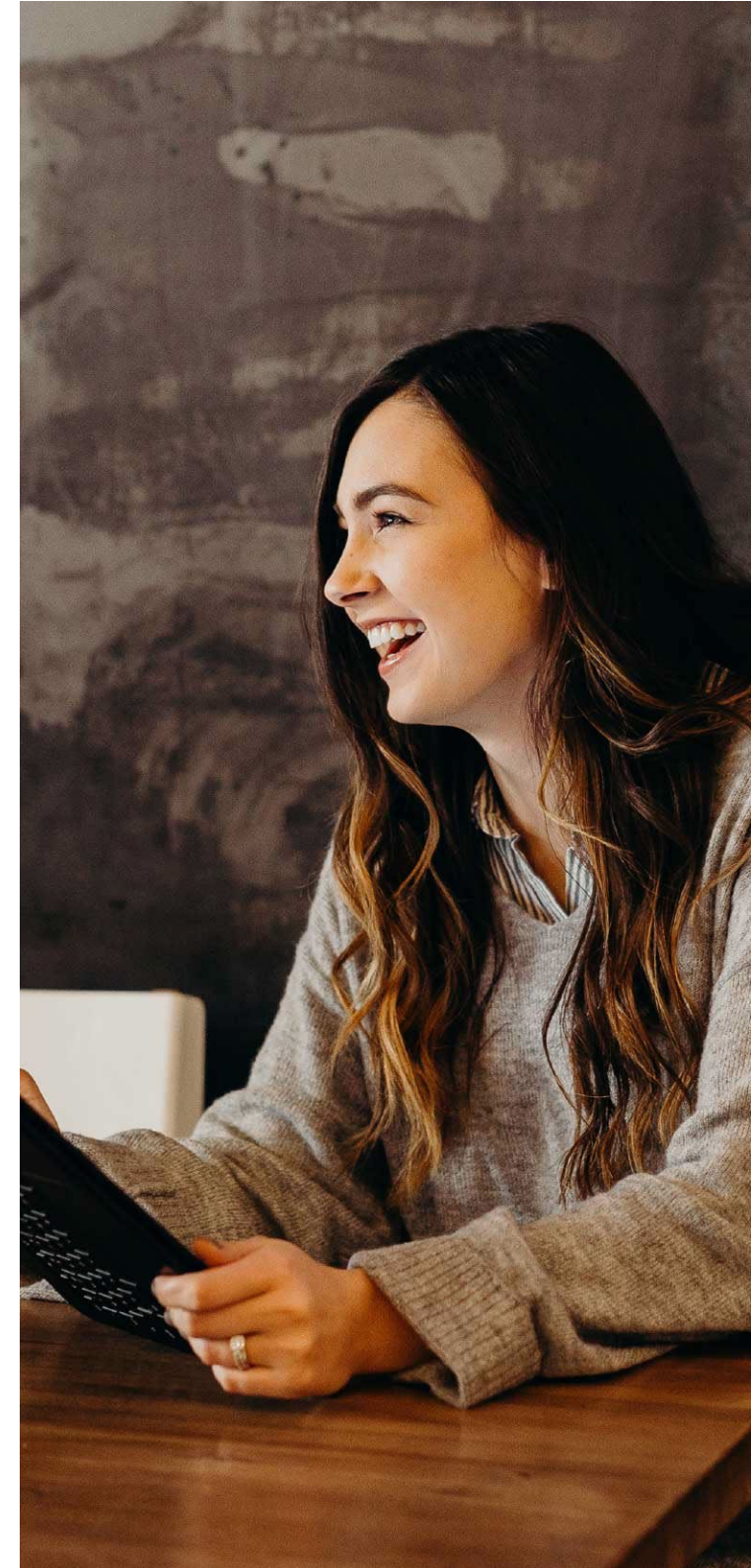
23:55pm on 5 May 2025

**Informal Conversations**

7 - 16 May 2025

**Members appointed**

16 - 23 May 2025



# Selection Approach

Applications should include:

1. A **covering letter** explaining why this post interests you and how you meet the general competencies as detailed on page 8 of this candidate pack using examples to demonstrate how you meet the requirements.  
**Your covering letter should be one to two sides of A4.**
2. A **curriculum vitae** which includes:
  - Details of education and professional qualifications
  - Full employment history
  - Relevant achievements in recent posts

Please send your completed application to [SCS.recruitment@ons.gov.uk](mailto:SCS.recruitment@ons.gov.uk) with your CV and statement as attachments.

Applications will be sifted following the closing date and shortlisted candidates will be invited for an informal discussion aligned to their experience and the essential criteria. Conversations will be with the National Statistician and other panel members.

If you are unsure that you meet the eligibility required, please contact [scs.recruitment@ons.gov.uk](mailto:scs.recruitment@ons.gov.uk) before applying.

# Contact

**Thank you for your  
interest in this  
position.**

Please send your completed application  
to [SCS.recruitment@ons.gov.uk](mailto:SCS.recruitment@ons.gov.uk)

If you have any questions,  
please get in touch:

Hiring Contact

E: [MPSD.stakeholders@ons.gov.uk](mailto:MPSD.stakeholders@ons.gov.uk)

Recruitment

E: [SCS.recruitment@ons.gov.uk](mailto:SCS.recruitment@ons.gov.uk)

T: 01633 455556