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Lead Quality Engineer (Ref: 15149)

Ministry of Justice

Apply before 11:55 pm on Sunday 8th March 2026



Reference number

450677

Salary

£71,381 - £85,257

The national salary is £71,381 - £80,419. London salary is £75,674 - £85,257. Your salary will be dependent on your base location.
London: £75,674 - £87,875 (which may include an allowance up to £12,201) National: £71,381 - £83,700 (which may include an allowance of up to £12,319)

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6
MOJ Grade 6

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

1

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Location

East Midlands (England), East of England, London (region), North East England, North West England, Scotland, South East England, South West England, Wales, West Midlands (England), Yorkshire and the Humber

About the job

Job summary

This is a Nationally based role

Job description

Lead Quality Engineer

Location: National*

Closing Date: 8th March 2026

Interviews: w/c 23rd March 2026

Grade: Grade 6

(MoJ candidates who are on a specialist grade, will be able to retain this grade on lateral transfer)

Salary: London: £75,674 – £87,875 (which may include an allowance up to £12,201)

National: £71,381 – £83,700 (which may include an allowance of up to £12,319)

Working Pattern: Full-time/Part-time/Flexible

Contract Type: Permanent

Vacancy number: 15149

***We offer a hybrid working model, allowing for a balance between remote work and time spent in your local office. Office locations can be found ON THIS MAP**

The Role

We're recruiting for a **Lead Quality Engineer** here at Justice Digital, to be part of our warm and collaborative **LAA Digital** team.

This role aligns against Lead Test Engineer from the Government Digital and Data Framework

The work we do is incredibly important to some of the most vulnerable people in our society. LAA Digital seeks to provide swift access to legal aid for those who need it and ensure efficient payment to providers of those services.

As a Lead Quality Engineer, you will provide expert guidance, coaching, and mentorship to teams, ensuring that best practices are adopted and embedded. You will be responsible for defining and overseeing strategic quality practices, advocating for early testing involvement and a shift towards a proactive, quality-first culture. Your role will be instrumental in influencing quality metrics, governance, and continuous optimisation of strategies, test plans, and methodologies.

This role requires a combination of technical expertise, leadership and the ability to influence organisational change.

The Team

You will be part of a forward thinking and innovative community, working closely with the engineering community, product managers, user researchers, designers, business analysts, and delivery managers to embed quality and testing excellence.

We cultivate an inclusive, diverse, transparent and agile environment. We believe in building quality into our products, systems and services and that quality is everyone's responsibility. We encourage collaboration, knowledge sharing and continuous improvement.

To help picture your life at MoJ Justice Digital please take a look at our blog and our Digital and Technology strategy 2025

Key Responsibilities:

Work with the Head of Test and Head of Engineering to ensure strategic, robust, scalable and secure testing methodologies are adopted.

Establish and oversee quality metrics and key performance indicators, ensuring continuous improvements in quality practices and processes across teams.

Mentor and coach teams in holistic testing practices, integrating quality practices from the beginning and at every stage of the software development lifecycle

Influence and lead decisions on functional and non-functional testing methodologies, ensuring they are effectively implemented across various domains such as API, Web UI, ETL, Mobile, Desktop, SaaS, and Infrastructure testing.

Set organisational-wide standards for quality approaches that foster best practices.

Define and implement test engineering best practices such as source control, SOLID principles, object-oriented programming, and continuous testing strategies.

Influence technology choices across the organisation, ensuring appropriate and scalable solutions are adopted for testing and quality assurance that leverage automation effectively.

Advance the adoption of CI/CD pipeline testing, ensuring seamless integration of automated tests within software delivery workflows and provide visibility of quality status across the organisation.

Highlight dependencies and testing risks at an organisational level, ensuring quality practices are aligned with business objectives.

Foster a culture of learning, experimentation, and continuous improvement, ensuring that teams adopt industry-leading testing methodologies and innovations.

Provide thought leadership on quality engineering best practices, driving the long-term quality vision for the organisation.

If this feels like an exciting challenge, something you are enthusiastic about, and want to join our team please read on and apply!

Person Specification

Essential

Proven experience defining and leading test strategies within large-scale digital projects, with an understanding of the benefits of agile and multi-disciplinary approaches.

Ability to collaborate and influence cultural change and around quality engineering.

Experience in mentoring and coaching teams, embedding quality engineering best practices.

Proven experience of all areas of the testing lifecycle with a strong knowledge of testing methodologies (functional and non-functional), tools, best practices and continuous integration and delivery approaches.

Experience with test automation, test tools and frameworks, including Playwright, Selenium, Cypress, Postman, Bruno, Pact and CI/CD tooling

Ability to clearly communicate complex technical concepts effectively.

Experience working with cloud-based testing environments for example AWS, Kubernetes.

Experience in implementing innovative quality solutions and sharing their skills with others.

Strong problem-solving and risk management skills.

Willingness to be assessed against the requirements for SC clearance

We welcome the unique contribution diverse applicants bring and do not discriminate based on culture, ethnicity, race, nationality or national origin, age, sex, gender identity or expression, religion or belief, disability status, sexual orientation, educational or social background or any other factor.

Our values are Purpose, Humanity, Openness, and Together. Find out more here about how we celebrate diversity and an inclusive culture in our workplace.

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan](#) and the [Civil Service D&I Strategy](#).

Use of Artificial Intelligence

Artificial Intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance](#) for more information on appropriate and inappropriate use.

Terms & Conditions

Please review our [Terms and Conditions](#) which set out how we recruit and provide further information related to the role and salary arrangements.

If you have any questions, please feel free to contact digitalanddatarecruitment@justice.gov.uk

Person specification

Please refer to Job Description

Benefits

Alongside your salary of £71,381, Ministry of Justice contributes £20,679 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Access to learning and development

A working environment that supports a range of flexible working options to enhance your work life balance

A working culture which encourages inclusion and diversity

A [Civil Service pension](#) with an employer contribution of 28.97%

Annual Leave

Public Holidays

Season Ticket Advance

For more information about the recruitment process, benefits and allowances and answers to general queries, please click the below link which will direct you to our Candidate Information Page.

Link: <https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ>

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

Selection process details

How to Apply

Candidates must submit **CV and Statement of Suitability (500 words max)** describing how you meet the following criteria:

Proven experience defining and leading test strategies within large-scale digital projects, with an understanding of the benefits of agile and multi-disciplinary approaches.

Application Guidance

Please access the following link for guidance on how to apply and how to complete a Personal Statement

Application Guidance

In Justice Digital, we recruit using a combination of the **Government Digital and Data Profession Capability** and **Success Profiles** Frameworks. We will assess your Experience, Technical Skills and the following Behaviours during the assessment process:

- Working together
- Changing and improving
- Leadership
- Managing a Quality Service
- Communicating and Influencing

A diverse panel will review your application against the Person Specification above.

Successful candidates who meet the required standard will then be invited to a 1-hour panel interview, which will include a presentation based on a task to be provided in advance, held via video conference.

Should we receive a high volume of applications, a pre-sift based on:

- Proven experience of all areas of the testing lifecycle with a strong knowledge of testing methodologies (functional and non-functional), tools, best practices and continuous integration and delivery approaches.

- Experience with test automation, test tools and frameworks, including Playwright, Selenium, Cypress, Postman, Bruno, Pact and CI/CD tooling.

- Experience working with cloud-based testing environments for example AWS, Kubernetes.

will be conducted before the sift.

The panel will be conducting a sift on the following criteria from the Person Specification above:

Proven experience defining and leading test strategies within large-scale digital projects, with an understanding of the benefits of agile and multi-disciplinary approaches.

Ability to collaborate and influence cultural change and best practice around quality engineering.

Proven experience of all areas of the testing lifecycle with a strong knowledge of testing methodologies (functional and non-functional), tools, best practices and continuous integration and delivery approaches.

Experience with test automation, test tools and frameworks, including Playwright, Selenium, Cypress, Postman, Bruno, Pact and CI/CD tooling.

Candidates who do not demonstrate examples/details of their experience of the requirements stated under the Person Specification above in their CV and Statement of Suitability will be rejected on this basis.

Should you be unsuccessful in the role that you have applied for but demonstrate the capability for a role at a lower level, we reserve the right to discuss this opportunity with you and offer you the position without needing a further application.

A reserve list may be held for up to 12 months, from which further appointments may be made.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\)](#).

People working with government assets must complete [baseline personnel security standard](#) ([opens in new window](#)) checks.

Nationality requirements

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

[Further information on nationality requirements](#) ([opens in a new window](#))

Working for the Civil Service

The [Civil Service Code](#) ([opens in a new window](#)) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles](#) ([opens in a new window](#)).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : SSCL Recruitment Enquiries Team
Email : moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk
Telephone : 0345 241 5359
Recruitment team
Email : moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. If you feel a department has breached the requirement of the Recruitment Principles and would like to raise this, please contact SSCL (Moj-recruitment-vetting-enquiries@gov.sscl.com) in the first instance. If the role has been advertised externally (outside of the Civil Service) and you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: <http://civilservicecommission.independent.gov.uk/civil-service-recruitment/complaints/>

<https://www.jobtrain.co.uk/justicedigital/Job/JobDetail?JobId=991>

