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# Technical Lead

Department for Work and Pensions

**Apply before 11:55 pm on Sunday 2nd March 2025**



Department  
for Work &  
Pensions

### Reference number

388346

### Salary

£55,557 - £78,517

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

**Contract type**

Permanent

**Business area**

DWP - Digital

**Type of role**

Digital

Engineering

Information Technology

**Working pattern**

Flexible working, Full-time, Job share, Part-time

**Number of jobs available**

14

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## Location

This role may be located in one of the following locations; Birmingham, Leeds, London, Manchester or Newcastle. Please find further information on the [Corporate hub locations here](#).

# About the job

## Job summary

Within Working Age Services Digital, we are responsible for a number of existing services which support the core of society and is the department's highest profile benefit service, Universal Credit.

We are looking for Technical Leads who can make a positive impact and want to contribute to one of the most demanding and important Government services for the UK.

Let's be clear about the impact of your work – the products we build are the changing the face of public services with the potential to dramatically transform the future of millions of people.

We are looking for the kind of person who enjoys a challenge. Working Age Services is undergoing a period of technical change in line with our technical strategy – becoming more consistent in our ways of working, more standardised in our technical stacks, providing coherent shared capabilities to underpin the way we operate, and transforming some of our service's monolithic architectures into microservices.

You will be a hands-on technical leader, leading one of our teams that either: develop our agent or citizen facing digital systems; OR provide shared capabilities that allow us to build, assure, deploy and operate these services.

**Please note this role requires you to pass [Security Check](#) clearance. For further information, please see 'Selection process details'.**

## Job description

As a Technical Lead, you will:

- Set direction for your service/capability and your team that is in line with overarching strategy (which you have the ability to influence).

- Ensure that your teams work aligns to standards.

- Have a clear focus on delivering quality, assured and secure services.

Ensure that you team follow best practice.

Be aware of and assess impact of any change that you are making.

Have an outward facing viewpoint, understanding where your team and products fit into the bigger picture.

As well as being a hands-on engineer, the successful candidate will be expected to lead other engineers and actively collaborate, champion technical evolution within the organisation, and ensure that your team is helping to achieve overarching strategic aims.

## **Person specification**

When giving details in your CV you should highlight your experience in line with essential criteria below:

Lead criterion - Significant demonstrable experience of leading engineering teams providing technical leadership and guidance, and coaching and mentoring to support team member development opportunities.

Significant demonstrable experience of modern Software Engineering using Cloud Infrastructure. This may have been gained from a background as a Software Engineer or Infrastructure Engineer (for example any of the following; Java, microservice architectures, Hexagonal software architecture, Mongo and Kafka, designing and implementing modern cloud infrastructure, DevOps, and automation using AWS, Terraform, GitLab CI, Jenkins).

Significant demonstrable experience of engineering best practice in version control, secure design practices, assurance.

Significant demonstrable experience of collaboration & sharing of knowledge and good practice with the wider software engineering community.

Significant demonstrable experience of working and leading in a complex, multi-disciplinary environment, using agile frameworks to deliver products within specific timescales and engaging with multiple stakeholders.

If you would like to learn more about the role, please contact [Caicy.sandford1@dwp.gov.uk](mailto:Caicy.sandford1@dwp.gov.uk).

# Benefits

Alongside your salary of £55,557, Department for Work and Pensions contributes £16,094 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

We also have a broad benefits package built around your work-life balance which includes:

Working patterns to support work/life balance such as job sharing, term-time working, flexi-time and compressed hours.

Generous annual leave at least 25 days on entry, increasing up to 30 days over time (pro rata for part time employees), plus 9 days public and privilege leave.

Support for financial wellbeing, including interest-free season ticket loans for travel, a cycle to work scheme and an employee discount scheme.

Health and wellbeing support including our Employee Assistance Programme for specialist advice and counselling and the opportunity to join HASSRA a first-class programme of competitions, activities and benefits for its members (subscription payable monthly).

Family friendly policies including enhanced maternity and shared parental leave pay after 1 year's continuous service.

Funded learning and development to support progress in your role and career. This includes industry recognised qualifications and accreditations, coaching, mentoring and talent development programmes.

An inclusive and diverse environment with opportunities to join professional and interpersonal networks including Women's Network, National Race Network, National Disability Network (THRIVE) and many more.

This job role may be suitable for hybrid working, which is where an employee works part of the week in their DWP office and part of the week from home. This is a voluntary, non-contractual arrangement and your office will be your contractual place of work. The number of days that anyone will be able to work at home will be determined primarily by business need but personal circumstances and other relevant circumstances will also be taken into

account. If you are successful, any opportunities for hybrid working, including whether a hybrid working arrangement is suitable for you, will be discussed with you prior to you taking up your post.

## **Salary Information**

Pay for this role in London is from £61,089 to £71,675.

The maximum salary for the grade is £71,675, however a Digital Allowance of up to £6,842 per annum is available for exceptional candidates. Digital Allowance is non-salary, and non-pensionable, and is classed as a temporary allowance. It is reviewed annually where it could be retained, amended, or removed.

Pay for this role in National locations is from £55,557 to £66,058.

The maximum salary for the grade is £66,058, however a Digital Allowance of up to £12,459 per annum is available for exceptional candidates. Digital Allowance is non-salary, and non-pensionable, and is classed as a temporary allowance. It is reviewed annually where it could be retained, amended, or removed.

Our offer to successful candidates will be based on an assessment of your skills and experience as demonstrated at interview.

Existing Civil Servants who secure a new role on lateral transfer should maintain their current salary.

Existing Civil Servants who gain promotion may move to the bottom of the grade pay scale or 10% increase in salary whichever would be the greater.

## **Things you need to know**

### **Selection process details**

#### **Stage 1: Application**

Applications must include:

1. A completed Personal Details application form.
2. A curriculum vitae including education, professional qualifications and full employment history, giving details of key achievements in line with essential criteria listed in the Person Specification.

**When uploading your CV, do not include personal information or links to any webpages or profiles that identifies you. This means we can recruit based on your knowledge and skills, and not background, gender or ethnicity. Take out references to your name/title, age, sex, email address, postal address, telephone number or nationality/immigration status.**

When giving details of your redacted CV, you should therefore include details of the work and projects that you have been involved in, and your role therein.

An initial sift will be conducted using the lead criterion stated above. Candidates who pass the initial sift will progress to a full sift.

### **Important information**

Please attach your redacted CV as a separate additional document in either PDF or word format.

**If your CV contains any personal details your application may be withdrawn.**

### **Stage 2: Interview**

If you're successful at sift stage you will be invited to a video interview via Microsoft Teams. There, you will be assessed against the experiences listed in the **essential criteria**.

You will be asked to complete an exercise prior to your interview on a specific topic which will be used as a presentation and discussion topic at your interview. Further details will be provided to candidates invited to interview.

Interviews will take place from late March 2025.

Interview and sift dates to be confirmed.

### **Further Information:**

Find out more about [Working for DWP](#)

For Hints and Tips on completing your application visit [Applying for jobs at DWP Digital](#).

A reserve list may be held for a period of 3 months from which further appointments can be made.

All successful candidates and those placed on reserve will be posted in merit list order by location.

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. Please ensure that all examples provided in your application are taken directly from your own experience and that you describe the examples in your own words. Applications will be screened and if evidence of plagiarism or copying examples/answers from other sources is found, your application will be withdrawn. Internal DWP candidates may also face disciplinary action.

## **Security Clearance Requirement**

You must meet the security requirements before you can be appointed. The level of security needed is security check.

For meaningful checks to be carried out, you will need to have lived in the UK for a sufficient period of time, to enable appropriate checks to be carried out and produce a result which provides the required level of assurance. Whilst a lack of UK residency in itself is not necessarily a bar to a security clearance, and expectation of UK residency may range from 3 to 5 years. Failure to meet the residency requirements needed for the role may result in the withdrawal of provisional jobs offers.

For further information on National Security Vetting please visit the following page <https://www.gov.uk/government/publications/demystifying-vetting>

## **Reasonable Adjustment**

At DWP we value diversity and inclusion and actively encourage and welcome applications from everyone, including those that are underrepresented in our workforce.



We consider visible and non-visible disabilities, neurodiversity or learning differences, chronic medical conditions, or mental ill health. Examples include dyslexia, epilepsy, autism, chronic fatigue, or schizophrenia.

If you need a change to be made so that you can make your application, you should: Contact Government Recruitment Service via **[DigitalRecruitment.grs@cabinetoffice.gov.uk](mailto:DigitalRecruitment.grs@cabinetoffice.gov.uk)** as soon as possible before the closing date to discuss your needs.

Complete the Reasonable Adjustments section in the Additional requirements page of your application form to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you're deaf, a Language Service Professional.

For further information on reasonable adjustments, terms and conditions and how we recruit visit the [How We Recruit page](#).

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.

The Civil Service also offers a Redeployment Interview Scheme to civil  
servants who are at risk of redundancy, and who meet the minimum  
requirements for the advertised vacancy.

## **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

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. [Read more about prison leaver recruitment \(opens in new window\)](#).

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 : Caicy Sandford

Email : [Caicy.sandford1@dw.gov.uk](mailto:Caicy.sandford1@dw.gov.uk)

Recruitment team

Email : [digitalrecruitment.grs@cabinetoffice.gov.uk](mailto:digitalrecruitment.grs@cabinetoffice.gov.uk)

### Further information

Appointment to the Civil Service is governed by the Civil Service Commission Recruitment Principles. If you wish to make a complaint, please find further details here <https://careers.dwp.gov.uk/how-we-recruit/>.

