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# Product Manager (Ref: 14640)

Ministry of Justice

**Apply before 11:55 pm on Sunday 22nd February 2026**



## Reference number

448548

## Salary

£58,511 - £70,725

The national salary range is £58,511 - £65,329, London salary range is £63,343 - £70,725 Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

## Job grade

Grade 7

Grade 7

**Contract type**

Permanent

**Type of role**

Digital

**Working pattern**

Flexible working, Full-time, Part-time

**Number of jobs available**

5

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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 position is based Nationally

## **Job description**

**Product Manager**

**Location:** National

**Closing Date:** 22nd February 2026

**Interviews:** w/c 9th March 2026

**Grade:** Grade 7 (MoJ candidates who are on a specialist grade, will be able to retain this grade on lateral transfer)

**Salary:** London: £63,343 £70,725 National: £58,511 £65,329

**Working pattern:** Full-time/Part-time/Flexible

**Contract Type:** Permanent

**Vacancy number:** 14640

**\*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 **Product Managers** here at Justice Digital, to be part of our warm and collaborative teams in our **Legal Aid Agency** and **Prisons Digital** teams.

**This role aligns against Product Manager from the Government Digital and Data Framework**

Millions of people every year interact with MoJ services, and here at Justice Digital we play an important role in making the experience of all our users simpler, faster, and better.

We have a clear vision - to deliver a world class justice system that works for all - and we're looking for talented people to help us achieve it. Our MoJ

strategy sets out our core priorities, this includes putting data at the core of our decisions and users at the heart of our services.

We are ambitious, and we need great product people to help us achieve the ambitions we have set out in our 2025 vision, delivering great outcomes through digital products. We're looking for talented, enthusiastic and passionate individuals who are excited by the challenge of designing digital public services and providing our staff with technology at least as good as they have at home.

We need Product Managers to be a part of our highly collaborative and creative teams here at Justice Digital. There are various opportunities across a range of teams that are already delivering and developing great products and services across a diverse portfolio of work.

In the **Legal Aid Agency**, we help the most vulnerable people in society to get access to legal representation. LAA digital works to improve access to legal representation and enable reliable and swift payments to providers of legal aid. We aim to support the future of legal aid with sustainable, user-centred services such as [Check if you can get legal aid](#).

Your goal is to contribute to solving complex and often challenging problems. It's an exciting and challenging time right now, you can make a considerable difference, help us to achieve great outcomes and be a part of our vibrant product community.

As well as doing great work, we're creating a place that's great to work in. We offer brilliant training opportunities, access to great professional networks and support from expert colleagues. On top of that, you'll find flexible working, an inclusive culture and a place where your opinion is valued.

To help picture your life at [MoJ Justice Digital](#) please look at our [blog](#) and our [Digital and Technology strategy 2025](#)

### **Key Responsibilities:**

Becoming experienced in all aspects of Product Management. Is the subject matter expert/owner of a single product/problem space and has a

good understanding of product life cycle, being able to work independently in any phase of product delivery.

Working with the business to understand their business and user problems. Championing users' needs, determining the changes needed & defining scope; presenting evidence-based decisions and escalating issues only when necessary

Ensuring that products are of a high quality, providing direction and prioritising the work for the product team. This includes the development and continual improvement (of one or more products), supporting the transition to live operational running and releasing solutions that provide early value whenever possible.

Defining a product level strategy to support Senior/Lead Product Managers on overall strategic direction. Being fully aware of the strategic direction that impacts your product, working alongside colleagues to ensure your deliveries align to strategy.

Engaging in self-development of self and others. May line manage an APM, has a mentor or is a mentor to an APM/less experienced PM.

Engaging and communicating effectively with all colleagues and stakeholders e.g. business areas, external stakeholders, across cross functional team(s) and MoJ teams. Interacts with x-Gov product activity. Is actively engaged in the MoJ Product Community.

Executing agreed policies, pro-actively engaging with Policy colleagues/stakeholders to ensure that product meets the policy intent. Influencing operational level policy change. Know the political landscape so you can answer questions/know what is needed.

You will be at the core of our thriving Product community here, helping it to continually grow and succeed, playing an integral role in demonstrating your professional capability to enable others.

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

## **Benefits**

37 hours per week and flexible working options including working from home, working part-time, job sharing, or working compressed hours.

A £1k per person learning budget is in place to support all our people, with access to best-in-class conferences and seminars, accreditation with professional bodies, fully funded vocational programmes and e-learning platforms

Staff have 10% time to dedicate to develop & grow

Generous civil service pension based on defined benefit scheme, with employer contributions of 28.97% from April 1st 2024 (Contribution Rates)

25 days leave (plus bank holidays) and 1 privilege day usually taken around the King's birthday. 5 additional days of leave once you have reached 5 years of service.

Compassionate maternity, adoption, and shared parental leave policies, with up to 26 weeks leave at full pay, 13 weeks with partial pay, and 13 weeks further leave. And maternity support/paternity leave at full pay for 2 weeks, too!

Wellbeing support including access to the Calm app.

Nurturing professional and interpersonal networks including those for Carers & Childcare, Gender Equality, PROUD and SPIRIT

Bike loans up to £2500 and secure bike parking (subject to availability and location)

Season ticket loans, childcare vouchers and eye-care vouchers.

5 days volunteering paid leave.

Some offices may have a subsidised onsite Gym.

## **Person Specification**

### **Essential**

**Lifecycle management:** You understand the different phases of the product lifecycle and the impact these have on product strategy. You'll be at least **working level** in this skill, with expertise in supporting the

movement of a product or service from one stage of the product lifecycle to another.

**Product management:** You understand the core principles of product management and how they apply in a delivery environment. You'll be at **practitioner level** in this skill, with experience working collaboratively to investigate and validate value, creating and maintaining a prioritised roadmap, managing uncertainty and scope to meet key deadlines, applying a range of product management methods, and sharing your work openly.

**Applying user-centred insights:** You understand the importance of user-centred design in shaping products and services. You'll be at **practitioner level** in this skill, with experience using user insights to represent users in decision-making, advocating for inclusive research, agreeing priorities based on user needs, and working with others to select appropriate tools to generate actionable insight.

**Stakeholder relationship management:** You understand how effective stakeholder relationships support successful delivery. You'll be at **practitioner level** in this skill, with experience working with teams to understand stakeholder needs, develop and deliver communication strategies, resolve issues, influence appropriately, and build long-term, trusted relationships through clear and regular communication.

**Agile and lean practices:** You understand agile and lean delivery principles and how to apply them in different contexts. You'll be at **practitioner level** in this skill, with experience selecting and adapting delivery approaches, encouraging experimentation and reflective practice, supporting teams to measure and evaluate outcomes, and continuously improving ways of working.

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](#).

## **How to Apply**

Candidates must submit a copy of their **CV and Statement of Suitability (500 words max)** which describes how you meet the requirements set out in the Person Specification above.

## **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 **Digital, Data and Technology Capability** and **Success Profiles** Frameworks. We will assess your Experience, Technical Skills and the following Behaviours during the assessment process:

Seeing the big picture

Making effective decisions

Communicating and influencing

Managing a quality service

Changing and improving

Your application will be reviewed against the Person Specification above by a diverse panel.

Successful candidates who meet the required standard will then be invited to a 1-hour panel interview, which may include a task, held via video conference.

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

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

## **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](mailto:digitalanddatarecruitment@justice.gov.uk)

## **Person specification**

Please refer to Job Description

## **Benefits**

Alongside your salary of £58,511, Ministry of Justice contributes £16,950 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

Candidates must submit a copy of their **CV and Statement of Suitability (500 words max)** which describes how you meet the requirements set out in the Person Specification above.

### 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 **Digital, Data and Technology Capability** and **Success Profiles** Frameworks. We will assess

your Experience, Technical Skills and the following Behaviours during the assessment process:

- Seeing the big picture
- Making effective decisions
- Communicating and influencing
- Managing a quality service
- Changing and improving

Your application will be reviewed against the Person Specification above by a diverse panel.

Successful candidates who meet the required standard will then be invited to a 1-hour panel interview, which may include a task, held via video conference.

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

A reserve list may be held for a period of 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.

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**

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](mailto: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=971>

