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# Lead Technical Architect (up to £92,932)

Department for Education

**Apply before 11:55 pm on Monday 17th February 2025**



Department  
for Education

### Reference number

389371

### Salary

£68,623

London minimum - £72,182

This post is eligible for a Digital, Data and Technology (DDT) capability based pay (CBP) allowance.

This is a discretionary non-consolidated, non-pensionable allowance which, if awarded, is attached to the post. The value of the allowance is based on the outcome of a capability assessment and is reviewed annually.

Allowance values range up to £20,750, with the highest values reserved for candidates whose capability is above the expected level for all of the skills.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 6

**Contract type**

Permanent

**Business area**

DFE - Schools Group

**Type of role**

Information Technology

**Working pattern**

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

**Number of jobs available**

1

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## Location

Coventry, West Midlands (England), CV1 2WT : Manchester, North West England, M1 2WD : Sheffield, Yorkshire and the Humber, S1 2FJ : City of Westminster, London (region), SW1P 3BT

## About the job

### **Job summary**

These are exciting times in the Department for Education.

Our digital services have been migrated onto public cloud and we're on a journey of maturing our technology, and how we work, to take full advantage of cloud-native and network technologies. Our goal is to make our digital delivery faster, cheaper and more secure.

Our diverse and inclusive culture in DfE reflects the society we live in - this helps us to achieve better outcomes for all our users. We typically work in Agile teams, so we can innovate and radically improve services that: raise education standards and provide the best start in life for children; support disadvantaged and vulnerable children and young people; and drive economic growth.

If you are successful, you could be working in Teacher Services: an empowered cross cutting division supporting digital services across multiple areas within the two Teacher Workforce Directorates: (1) Candidates, Trainees, Strategy, Portfolio and Analysis (CaTSPA) and (2) Teachers and Tutors (TaT).

These directorates are part of the Schools Group led by our Director General (DG) Juliet Chua.

We are an empowered, multidisciplinary team with a passion for delivering digital services to provide more great teachers. We have strategic oversight over the whole digital teaching journey from becoming a teacher to continued professional development. We focus on how digital services, combined with bold policy making, can solve problems in teacher recruitment, retention, professional development, and more. We bring together policy and delivery to build effective user-centred services.

## **Job description**

### **As a Lead Technical Architect, your main responsibilities will include:**

Defining, maintaining, and championing the technical strategy for a service or group of services - keeping up to date with the latest technologies and trends, whilst delivering working software early and often.

Leading technical specialists in multiple projects and services, on problems that require broad architectural thinking.

Defining how to build and operate user-centred, open source web systems in an agile environment, to serve a variety of citizen and government needs.

Being responsible for the technical design and development of your service(s), including how they interact with their surroundings, and how they evolve over time.

Challenging entrenched practices and influencing decision-makers, looking for deeper underlying problems to solve, and larger opportunities for digital transformation.

Communicating the vision for government services to developers and non-developers alike, working in multi-disciplinary teams that bring policy and delivery together.

Playing an active role in the DfE architecture community, where you will share knowledge of tools and techniques, as well as joining related communities of practice and events where appropriate, such as product, user research, design, platforms, security, etc.

Helping to build a diverse, inclusive culture across the architecture community.

Working with the Head of Profession, colleagues and peers on profession-based activities (and cross-profession), such as defining standards and guidance around best practice.

## **Person specification**

### **Essential Criteria**

Assessed at application and at both interview stages:

Experience leading technical teams and delivering user-centred services in an agile environment.

Experience working with cloud-first architectures and how to build applications that take advantage of the opportunities they offer.

Experience of software development in either .Net, Ruby or similar, and introducing modern software engineering practices, such as Test-Driven Development (TDD), continuous integration/development (CI/CD), automated deployment pipelines and version control with Git and DevOps.

Assessed at application and at second interview stage:

The ability to build consensus between diverse and often conflicting interests, working with technical and non-technical stakeholders to achieve agreement on technical plans.

The ability to look beyond immediate technical problems and identify the wider implications.

Practical knowledge at many levels of the web stack, from front-end code, down to infrastructure and networking.

### **Desirable Criteria**

Knowledge of open-source principles and technologies.

Experience using automated tests to continuously validate your work.

Experience of applying the UK Government Service Standard and service assessment.

Experience of mentoring and supporting colleagues in multi-disciplinary teams, one-to-one or in groups.

Ability to work with stakeholders to produce effective strategies for technology choices, using the most appropriate languages, frameworks and tools to meet user and business needs.

Desirable criteria will only be assessed at interview, in the event of a tie break situation, to make an informed decision.

## Benefits

Alongside your salary of £68,623, Department for Education contributes £19,880 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Applicants currently holding a permanent post in the Civil Service should note that, if successful, their salary on appointment would be determined by the Department's transfer / promotion policies.

As a member of the DfE, you will be entitled to join the highly competitive Civil Service Pension Scheme, which many experts agree is one of the most generous in the UK.

You will have 25 days leave, increasing by 1 day every year to a maximum of 30 days after five years' service. In addition, all staff receive the King's Birthday privilege holiday and 8 days' bank and public holidays.

We offer flexible working arrangements, such as job sharing, term-time working, flexi-time and compressed hours.

Most DfE employees will be working a hybrid pattern, spending at least 60% of their time in an office or work setting. Changes to these working arrangements are available in exceptional circumstances but must be agreed with the line manager and in line with the requirements of the role.

Travel to your primary office location will not be paid for by DfE, but costs for travel to an office which is not your main location will be covered.

As an organisation, which exists to support education and lifelong learning, we offer our staff excellent professional development opportunities.

# Things you need to know

## **Selection process details**

### **Application/sift:**

At application you will be asked to provide your CV and a Statement of Suitability (max word count 1250 words).

Your CV should include details of previous roles held and responsibilities / previous skills and experience.

Your Statement of Suitability should demonstrate how you meet the essential criteria listed in the person specification section above.

Your CV and statement will be assessed together against the listed essential criteria.

We expect to sift in week commencing 17 February 2025. Please note these dates are subject to change.

### **First stage interview:**

Longlisted candidates may be invited to attend a preliminary interview, which will be conducted via telephone, typically involving a commitment of up to 1 hour.

The interview will consist of a series of questions to further assess the essential criteria for the role, focused on the first three essential criteria.

As interviews will be conducted via telephone, please ensure that you are in a suitable location to hear and answer the questions.

First stage interviews will likely take place in the week commencing 3 March 2025 by telephone. Please note these dates are subject to change.

If successful, candidates will then be invited to a second interview, which will be conducted on MS Teams.

## **Second stage interview:**

At this interview we will ask questions to further assess your experience in relation to all of the listed essential criteria.

Second stage interviews will likely take place in the week commencing 17 March 2025 on MS Teams. Please note these dates are subject to change.

Feedback will only be provided if you attend an interview.

Once a provisional offer has been made, you will be invited to participate in a capability assessment to determine the value of the CBP allowance we can offer you. The assessment compares your skills against the Lead Technical Architect role described in DfE's local Service Design Capability Framework, which is based on the Government Digital and Data Profession Capability Framework.

Subject to your availability, we will aim to conduct the capability assessment and confirm the allowance offer to you within a week of the provisional offer being made.

This is a discretionary non-consolidated, non-pensionable allowance which, if awarded, is attached to the post. The value of the allowance is based on the outcome of a capability assessment and is reviewed annually. Allowance values range up to £20,750, with the highest values reserved for candidates whose capability is above the expected level for all of the skills.

If applicants are not appointable at this grade, they may be considered for positions at the grade below.

## **Other Information**

In your application, please don't include personal information that identifies you.

This means we can recruit based on your knowledge and skills, and not background, gender or ethnicity - it's called name blind recruitment (opens in a new window).



Please ensure that you remove from your application, all references to your:

name/title

educational institutions

age

gender

email address

postal address

phone number

nationality/immigration status

We understand that you might use AI and other resources for your application; however, please ensure all information you provide is factually accurate, truthful, and original and doesn't include ideas or work that isn't your own. This is so that your application is authentically and credibly your own.

We reserve the right to raise the minimum pass mark in the event of a high volume or strong field of candidates.

Please be aware that this role can only be worked in the UK from the location options provided and not from overseas.

The government is committed to supporting apprenticeships, enabling people to learn and progress in a role whilst earning. We want to monitor the number of people who have completed apprenticeships who are now applying to progress further in their career and are asking this question to all candidates, on all vacancies. You will be asked a question as part of the application process about any previous apprenticeships you have completed. Your response to this question will not affect your application and it is not a requirement of the role to have completed a previous apprenticeship.

If successful and transferring from another Government Department a criminal record check may be carried out.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf. However, we recognise in exceptional circumstance some candidates will want to send

their completed forms direct. If you will be doing this, please advise Department of Education of your intention by emailing [Pre-Employment.Checks.DFE@education.gov.uk](mailto:Pre-Employment.Checks.DFE@education.gov.uk) stating the job reference number in the subject heading.

Department for Education do not cover the cost of travel to your interview/ assessment unless otherwise stated.

A reserve list may be held for a period of 6 months from which further appointments can be made.

Candidates will be posted in merit order based upon location preference. Where more than one location is advertised you will be asked to state your preferred location.

New entrants are expected to join on the minimum of the pay band.

Applicants who are successful at interview will be, as part of pre-employment screening subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

### **Terms and conditions of candidates transferring from ALBs and NDPBs**

Bodies that are not accredited by the Civil Service Commission and are not able to advertise at Across Government on Civil Service jobs will be treated as external new starters and will come into DfE on modernised terms and conditions with a salary at the band minimum.

Bodies that are accredited by the Civil Service Commission but do not have civil service status will be offered modernised terms and will not have continuous service recognised for leave or sickness benefits. Salaries should be offered at band minimum, but there is some flexibility where this would cause a detriment to the individual.

Bodies that are accredited by the Civil Service Commission and do have Civil Service status will be treated as OGD transfers. Staff appointed on lateral transfer will move on to pre-modernised DfE terms (unless they were on

modernised terms in their previous organisation). Staff appointed on promotion will move on to modernised DfE terms. Staff will transfer over on their existing salary (on lateral transfer) and any pay above the DfE pay band maximum will be paid as a mark time allowance. Staff moving on promotion will have their salaries calculated using the principles set out in the attached OGD transfer supplementary information.

## **Reasonable adjustment**

If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes. If you need a change to be made so that you can make your application, you should:

Contact Department of Education  
via [centralrecruitment.operations@education.gov.uk](mailto:centralrecruitment.operations@education.gov.uk) soon as possible  
before the closing date to discuss your needs.

Complete the Assistance required 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.

Please refer to the attached Reasonable Adjustments Guide 2024 accessible version at the bottom of the advert, for further information.

## **Childcare Vouchers**

Any move to Department for Education (DfE) will mean you will no longer be able to carry on claiming childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax-Free Childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk/>

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

## **Security**

Successful candidates must undergo a criminal record check.

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.

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 : Resourcing Business Partners

Email : [resourcing.businesspartners@education.gov.uk](mailto:resourcing.businesspartners@education.gov.uk)

Recruitment team

Email : [Centralrecruitment.operations@education.gov.uk](mailto:Centralrecruitment.operations@education.gov.uk)

## **Further information**

The Department for Education's recruitment processes are underpinned by the Civil Service Commissioners Recruitment Principles, which outlines that selection for appointment is made on merit based on fair and open competition. You have the right to complain if you feel a department has breached the requirement of the Recruitment Principles. In the first instance, you should raise the matter directly with the department concerned via [CentralRecruitment.Operations@education.gov.uk](mailto:CentralRecruitment.Operations@education.gov.uk). If 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](#)

