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Senior Technical Lead

Department for Work and Pensions

Apply before 11:55 pm on Sunday 15th February 2026

Reference number

443783

Salary

£75,026 - £92,522

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6

Contract type

Permanent

Business area

DWP - Digital

Type of role

Digital

Information Technology

Working pattern

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

Number of jobs available

1

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Location

This role may be located in one of the following locations; Birmingham, Blackpool, Leeds, Manchester, Newcastle-upon-Tyne or Sheffield.

Please find further information on the [Corporate hub locations here](#).

Please note that for candidates requesting to work in Newcastle, this role will be based at Benton Park View from September 2025, and then at 1 Pilgrim Place in Newcastle city centre by the end of 2027.

About the job

Job summary

Are you ready to lead the technical strategy that will transform how the DWP combats benefit fraud and error at scale?

Do you have the vision and leadership to guide multidisciplinary teams through full product lifecycles and shape future technologies?

If so, this could be the job for you!

This is an exciting opportunity to join the DWP Digital's Fraud & Error Team, who are part of the Digital Modernisation & Efficiency directorate. Fraud & Error Digital are working at the forefront of efforts to transform DWP's ability to prevent and detect fraud and error with digital products and services.

Fraud and Error Digital work closely with DWP's policy teams, benefit lines, counter-fraud operational teams and other DWP Digital teams to provide innovative solutions to complex problems.

We are embarking on an ambitious transformation programme to reimagine and make best use of emerging future technologies in Fraud and Error to ensure that the right money is given to the right person at the right time.

As a Senior Technical Lead, you will be accountable for application development and coordinate technical teams to create and maintain products and services for DWP. Utilising Technical expertise in multiple domains to develop technical product roadmaps and manage product lifecycles ensuring full alignment with DWP Strategy.

You will provide technical input into business discussions to direct wider DWP strategy as required based on their deep technical experience in areas such as package implementation, package configuration, customisation and integration, and solution architecture.

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

Job description

You will have a deep understanding of fraud, error and quality management, case management systems and systems integration.

You will be an active member of the Fraud and Error Digital senior leadership team, providing advice, guidance and support to the Deputy Director and other SLT members.

You will be able to successfully lead teams through the full product lifecycle. Able to identify which tools and techniques should be used at each stage. Able to identify and deal with potential risks across or between all phases of the lifecycle. Able to coach others. Able to contribute to the assessment of other teams, providing guidance and support as they move through the lifecycle phase.

You will have expertise in cloud technologies, hosting and strong understanding of desktop and networks.

You will provide technical input into business discussions to direct wider DWP strategy as required based on deep experience in areas such as COTS package selection, package implementation, package configuration, customisation and integration, solution architecture and experience of utilising externally hosted services.

You will coordinate technical teams to create and maintain products and services for DWP and also deliver against roadmaps and plans.

You will manage product life cycles ensuring full alignment with DWP Strategy and non-functional requirements.

You will gather a range of information from different sources and stakeholders to ensure effective decision making, clearly demonstrating a balanced approach to conclusions and recommendations. Especially by advising senior DWP stakeholders on the development of DWP technical strategy including viability of improvements, estimated timescales and means needed to implement agreed strategy.

You will review existing services and trends in industry to identify areas of improvements and formulate plans to deliver enhancements to enable the development, configuration and management of a quality service.

Person specification

See selection process for further details.

If you would like to learn more about the role, please contact natalie.selby1@dwp.gov.uk.

Technical skills

We'll assess you against these technical skills during the selection process:

Performance Management

Benefits

Alongside your salary of £75,026, Department for Work and Pensions contributes £21,735 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.

Hybrid Working

This 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.

If a hybrid working arrangement is suitable for the role and for you, you will normally be required to spend a minimum of 60% of your contracted working hours from your DWP office.

If you have a disability, caring responsibilities, or other circumstances that may affect your ability to meet the minimum office attendance requirement, please discuss this with us using the contact details in this advert.

Salary Information

Pay for this role is from £75,026 to £92,522.

The maximum salary for the grade is £80,267, however a Digital Allowance of up to £12,255 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 will maintain their current salary.

Existing Civil Servants who gain promotion will move to the bottom of the grade pay scale or receive a 10% increase in salary, whichever is greater.

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

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Experience and Technical skills.

Stage 1: Application

Your application will consist of four parts:

1. A Personal Details application form.
2. Employment history - this should contain your work experience and any skills, qualifications and accomplishments relevant to the jobs you have completed.

3. Personal statement - up to 1000 words. This statement should be used to provide examples of how you meet the essential criteria below:

Leads design and reviews solutions to complex problems with system architectures by defining and challenging patterns and principles. Creates precedents and sets direction.

Responsible for providing expert domain knowledge and advise to project teams when dealing with complex projects or issues.

Gathering a range of information from different sources and stakeholders to ensure effective decision making, clearly demonstrating a balanced approach to conclusions and recommendations.

Reviewing existing services and external industry trends to identify areas of improvement and formulating plans to deliver enhancements to enable the management of a quality service.

4. Technical statement (up to 250 words). The following statement is aligned to the required technical skill of Performance Management. This statement should be used to provide example(s) of how you meet the criterion below:

Experience leading and managing varied and multi disciplined engineering resources, being responsible for the allocation, performance and achievement of those resources are at the highest quality.

Ensure that all examples provided in your statements are taken directly from your own experience and that you describe the examples in your own words. If you choose to use gen-AI to support your statements, you must follow the guidelines outlined in the **Artificial intelligence and recruitment guide**.

The sift panel will use the information in your employment history, personal statement, and technical statement to assess your experience, skills and knowledge.

An initial sift will be conducted using the technical statement. Candidates who pass the initial sift will be progressed to a full sift.

If you do progress to a full sift, you will be provided with one combined overall assessment score for both your employment history and Personal Statement.

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

Applications will be sifted at regular intervals from the date the posts are advertised. Please apply as soon as you can, do not wait until the end of the campaign.

Important Information

You will be asked to complete your employment history. Any information that you would customarily share on a CV should therefore be entered onto the application form.

Personal details that could be used to identify you including your name, contact details and address must be removed for your application to be considered.

If your employment history, personal statement or technical statement contain any personal details your application will be withdrawn.

Stage 2: Interview

If you're successful at the sift stage, you'll be invited to a video interview via Microsoft Teams. During the interview, you'll be assessed against the experience criteria listed under both the essential and technical skill.

You will be asked to do a 10-minute presentation on a specific topic. The use of visual aids such as PowerPoint is encouraged. There will be a further 5 minutes for questions. Further details will be provided to candidates invited to interview.

Interviews will take place from late February 2026. Sift and Interview dates to be confirmed.

Further Information:

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

If high application volumes are received, the benchmark for candidates to proceed to the next stage may be raised. In line with our commitment to the Disability Confident Scheme (DCS), we aim to advance all candidates applying under the DCS who meet the minimum standard. However, we may only progress those candidates who best meet the required standards.

A reserve list may be held for a period of 6 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.

For these vacancies, we strongly recommend that applicants consult with an immigration specialist or qualified advisor to assess their eligibility for Visa Sponsorship before deciding to apply. Please note that while we consider sponsorship requests in accordance with current DWP guidance and Home Office policy, sponsorship cannot be guaranteed.

Security Clearance Requirement

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

Applicants for this post **must** have lived in the UK for 5 years or more during their lifetime for DWP to accept National Security Vetting applications at the Security Check (SC) level. Requests to apply for SC will always be supported where people have lived in the UK for the **last** 5 years but will be subject to a pre-assessment if they have lived outside the UK during this period.

For further information on National Security Vetting please [visit the Demystifying Vetting website.](#)

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.qrs@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](#).

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.

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 : Natalie Selby

Email : natalie.selby1@dwp.gov.uk

Recruitment team

Email : 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/>.

