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# Head of Criminal Justice System Data Development (Ref: 1479)

Ministry of Justice

**Apply before 11:55 pm on Monday 13th January 2025**

Ministry of  
**JUSTICE**

### Reference number

384293

### Salary

£68,967 - £83,585

The national salary range is £68,967 - £78,842, London salary range is £73,115 - £83,585. Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 6

Grade 6

**Contract type**

Permanent

**Type of role**

Digital

**Working pattern**

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

**Number of jobs available**

1

## Contents

Location

About the job

Benefits

Things you need to know

Apply and further information

## 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

### Head of Criminal Justice System Data Development

**Location:** National

**Closing Date:** 13th January 2025

**Interviews:** Week commencing 3rd February 2025 (this may be subject to change)

**Grade:** G6

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

**Salary:** London: £73,115 - £83,585; National: £68,967 - £78,842

**Working pattern:** full-time, part-time, flexible working

**Contract Type:** Perm

**\*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 are recruiting for a **Head of Criminal Justice System Data Development** at the [Ministry of Justice \(MoJ\)](#) to join our **Criminal Justice System (CJS) Data Improvement team**. This is an exciting opportunity to be part of a warm, collaborative team focused on transforming how data is used across the CJS.

**This role aligns against [Data Analyst](#) from the Government Digital and Data Framework**

## About the Team

The CJS Data Improvement team aims to improve how we use data across the CJS. In the short-term, we will do this by developing innovative new cross-system tools and projects alongside foundational activities that improve data standards, data sharing and data literacy. Long term, we will work with stakeholders to shape the future strategy for CJS data.

## Why This Programme is a Great Opportunity

- **Strong support** from all levels of government to improve how data is linked, shared, and accessed across the CJS.
- **Great potential** for using cross-CJS data to improve our collective understanding of the system and to drive better decision-making. Our team leads this change, delivering impactful data projects across the system.
- **High impact:** The programme aims to transform decision-making with groundbreaking projects, like the development of a linked cross-CJS dataset that will reshape understanding and influence decisions.

- **Cross-government collaboration:** You will work closely with stakeholders across CJS, including the Police, Home Office, Crown Prosecution Service, Treasury, Number 10, Cabinet Office, and MoJ partners like HMCTS and HMPPS. Your work will cross department boundaries and will provide excellent opportunity to lead on working jointly with stakeholders to deliver programme aims.

This role will lead a fast-growing team, scoping, designing, and delivering projects that improve how data is shared, linked, managed, and used across the CJS. You will drive early value through short- and medium-term projects that make a tangible impact.

#### Key Responsibilities:

As the Head of Data Development, you will lead your team within the MoJ and collaborate with key stakeholders across the CJS to drive impactful data initiatives. This is an opportunity to influence the future of CJS data and gain unique insight into partner organisations.

#### As Head of Data Development, you will:

- Lead the development of the cross-CJS dataset, collaborating with data scientists, policy experts, and data protection teams.
- Manage data projects supporting national and local performance tools.
- Drive the implementation of a data sharing and linking strategy across the CJS.
- Oversee scoping and design of new data literacy initiatives.
- Ensure alignment of MoJ work with programme objectives.
- Produce briefings and presentations for senior CJS audiences.
- Engage and maintain relationships with cross-government stakeholders.

- Line manage two G7 teams and eventually a team of seven, focusing on their development.
- Collaborate with wider business areas to set the strategic direction for CJS data.
- Contribute to the long-term strategic vision for CJS data with the Grade 6 for programme strategy.

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 Kings 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.

- 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.
- Free membership to BCS, the Chartered Institute for IT.
- Some offices may have a subsidised onsite Gym.

## Person Specification

### Essential

- Ability to inspire and lead teams, with credibility when presenting to senior leaders and ministers.
- Experience influencing the strategic direction of work, ideally in data and technology.
- Skilled in building relationships across government, managing diverse stakeholders, and influencing delivery across organisations.
- Experience working with technical teams, acting as a bridge between technical and non-technical stakeholders.
- Ability to identify new areas of work, drive progress, and align initiatives with broader objectives.
- Strong analytical skills, with the ability to address technical challenges and contribute to innovative solutions.

Willingness to be assessed against [the requirements](#) for SC clearance.

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 an anonymised CV and Statement of Suitability (max. 750 words), which describes how you meet the requirements set out in the Person Specification above.

We are recruiting using a combination of the [Government Digital and Data Profession Capability](#) and [Success Profiles](#) Frameworks. We will assess your Experience and the following Behaviours during the assessment process:

- Leadership
- Communicating and Influencing
- Working Together
- Seeing the Bigger Picture

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 held via video conference. Candidates shortlisted may be required to prepare and deliver a short presentation. More information will be provided to candidates shortlisted for interview.



Should we receive a high volume of applications, a pre-sift based on strong analytical skills, with the ability to address technical challenges and contribute to innovative solutions will be conducted before the sift.

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.

## Terms & Conditions

Please review our [Terms & 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 [recruitment@digital.justice.gov.uk](mailto:recruitment@digital.justice.gov.uk)

## Person specification

Please refer to Job Description

## Behaviours

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

Leadership

Communicating and Influencing

Working Together

Seeing the Big Picture

## Technical skills

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

Strong analytical skills, with the ability to address technical challenges and contribute to innovative solutions.

## Benefits

Alongside your salary of £68,967, Ministry of Justice contributes £19,979 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

### Selection process details

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

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

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

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 :	SSCL Recruitment Enquiries Team
Email :	<a href="mailto:Moj-recruitment-vetting-enquiries@gov.sscl.com">Moj-recruitment-vetting-enquiries@gov.sscl.com</a>
Telephone :	0845 241 5359

Recruitment team

Email :	<a href="mailto:Moj-recruitment-vetting-enquiries@gov.sscl.com">Moj-recruitment-vetting-enquiries@gov.sscl.com</a>
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## 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://jobs.justice.gov.uk/careers/JobDetail/1479?entityId=1479>

