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Senior Front-End Developer

Department for Work and Pensions

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



Department
for Work &
Pensions

Reference number

446721

Salary

£57,946 - £80,664

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

1

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Location

This role may be located in one of the following locations; 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 an advocate and an expert Front-End Developer?

Capable of leading the development of products that help other teams design and deliver services?

We're recruiting senior Front-End Developers to be part of both our amazing team(s) and community.

The 2022-25 DWP Digital Strategy "Our Digital Future" identified the Design System as a key product in delivering our goals. The DWP Design System helps to deliver consistent customer and colleague experiences faster and with less rework, by codifying design standards into reusable interface patterns.

We are looking for passionate experts in front-end development to support and lead the build across many of our front-end systems. The role extends beyond expert technical knowledge to encompass effective communication and advocacy, driving adoption of best practice design.

As a Senior Front-End Developer, you will share your expert knowledge and experience with the team to lead delivery and provide front-end leadership.

Job description

Our Senior Front-end Developers are experts in front-end development, with proven experience in the design and build of software products at scale. You will:

- Lead and promote the technical direction and development of reusable patterns and components.

- Release, maintain and support the deployment of products and code packages.

- Ensure we develop accessible user interfaces for DWP services which work effectively across multiple devices and browsers.

- Input into, promote and ensure design standardisation processes.

- Coach and mentor colleagues.

- Engage with teams across different levels and capabilities.

- Be an enabler for multiple teams, driving consistency, standards, pace and quality, resolving technical blockers, and promoting re-use and collaboration through the wider communities.

- Engage with and contribute to the engineering and user-centred design communities.

- Have an excellent ability to self-organise and define priorities.

- Use modern tooling and development techniques to write and share test-driven code iteratively delivering.

- Work with cross-functional teams to integrate into the back-end services to ensure that they are built to the same high standards.

- Have strong knowledge of modern web development stacks, web standards, user experience, progressive enhancement, performance, accessibility, browser compatibility, tooling and pipelines.

- Responsible for ensuring the design system team are adhering to WCAG 2.2 AA standards.

Responsible for driving the building, maintaining and sharing of reusable libraries of Front-end code. Responsible for taking a leading role contributing to cross-government code libraries

Accountable for Identifying and understanding technical and business constraints, and ensuring that Front-End Developers works within them whilst contributing back to and driving change within existing government frameworks

As part of the role, you may be required to travel regularly to the other digital hubs. The frequency of this will be discussed further should you be successful.

Person specification

See selection process for further details.

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

Technical skills

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

Accessibility

Benefits

Alongside your salary of £57,946, Department for Work and Pensions contributes £16,786 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 £57,946 to £80,664.

The maximum salary for the grade is £68,205, 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 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:

Experience owning the quality of front-end code – client and server-side ensuring it is well-tested, maintainable, and conforms to WCAG 2.2.

Experience assessing front-end technologies critically, selecting appropriate tools and approaches based on evidence and project requirements.

Experience driving front-end quality and consistency across teams or p setting coding standards, promoting best practice, and supporting other developers through mentoring and knowledge sharing.

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

Front-end skills in accessibility and software development practices – at a level where you shape how teams build and deliver code at scale. Track record in large organisations..

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: Front-End Coding Test

Candidates who are successful at the sift stage will be sent a coding test to complete remotely. The exercise will focus on the technical elements listed in the essential criteria in this advert.

Full details will be sent to candidates when the exercise is issued. Candidates will have 7 days to complete the test from the date of receipt. Candidates that are not successful in the technical exercise will not progress to the interview stage.

Please add: Digital.EngineeringRecruitment@dwp.gov.uk to your safe senders list or monitor your spam folder to ensure safe receipt of the code test via email.

The code test must be completed by the candidate using their skillset without using any AI or generative tools.

Stage 3: Interview

If you're successful at Front-End Coding Test stage, you will 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 criteria and technical skill.

Questions in Advance

To help you prepare and settle into the interview you will be sent the experience based questions in advance of the interview, 7 days prior to your interview.

These questions should be treated as confidential and should not be shared. The interview panel may ask you other questions which will not be shared in advance, including follow-up questions, and those about your experience and technical abilities. Candidates should be asked further probing questions if their response is deemed to require further information to determine suitability for the role.

Candidates are strongly encouraged to secure their interview slot promptly to ensure fairness in preparation time with the questions provided in advance.

Interviews will take place from mid March 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 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.

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.

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 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.

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 : Mark Harbottle

Email : mark.harbottle@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/>.

