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Interaction Designer (Ref: 14878)

Ministry of Justice

Apply before 11:55 pm on Sunday 1st March 2026



Reference number

449512

Salary

£42,914 - £53,081

The national salary range is £42,914 - £46,182, London salary range is £49,325 - £53,081. Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

SEO

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

3

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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

Interaction Designer

Location: National*

Closing Date: 1st March 2026

Interviews: W/C 16th March 2026

Grade: SEO

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

Salary: please see Terms & conditions for more information.

National: £42,914 - £46,182

London: £49,325 - £53,081

Working pattern: Full time, Part time, flexible working

Vacancy number: 14878

***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 Interaction Designers here at [Justice Digital](#) to be part of our highly collaborative, friendly teams in:

Prisons Digital

Probation Digital

Office of the Public Guardian (OPG)

This role aligns against [Interaction designer - Government Digital and Data Profession Capability Framework](#) from the [Government Digital and Data Framework](#)

There's a thread linking our work at the Ministry of Justice. It's to transform the experiences of people who need and rely on our services people who need and use our services. This is an opportunity for you to make a meaningful contribution to our design community and help us do that.

You will be welcomed into a thriving design community and multidisciplinary teams. You will work alongside user researchers, product managers, software developers, and others to deliver world-class, user-centred services.

In addition to doing great work, we're creating a great place to work. We offer brilliant training opportunities, excellent kits, and support from expert colleagues. You'll also find flexible working, an inclusive culture, and a place

where your opinion is valued. We strive to create an environment where everyone feels welcomed and valued.

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

Key responsibilities

Understand user needs and business objectives in highly complex service areas

Develop design concepts that help reimagine how services can be delivered end-to-end

Rapidly design and test digital prototypes with users

Make design decisions in collaboration with the product team, senior stakeholders, and users

Contribute to design standards and a design system, ensuring patterns and components are consistent, accessible, and easy to use

Contribute to our Interaction Design Community of Practice

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

Benefits

1. 37 hours per week and flexible working options including working from home, working part-time, job sharing, or working compressed hours
1. 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

1. Staff have 10% time to dedicate to develop & grow
1. Generous [civil service pension](#) based on defined benefit scheme, with employer contributions of 28.97% from April 1st 2024 ([Contribution Rates](#))
 - 1. 25 days leave (plus bank holidays) and 1 privilege day usually taken around the King's birthday, plus 5 additional days of leave once you have reached 5 years of service
 - 1. 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!
 - 1. Wellbeing support including access to the Calm app
 - 1. Nurturing professional and interpersonal networks including those for Carers & Childcare, Gender Equality, [PROUD](#) and [SPIRIT](#)
 - 1. Bike loans up to £2500 and secure bike parking (subject to availability and location)
 - 1. Season ticket loans, childcare vouchers and eye-care vouchers
 - 1. 5 days volunteering paid leave
 - 1. Some offices may have a subsidised onsite gym

Person specification

Essential Criteria

You have experience as a Designer; you have a grounding in user-centred design, from concept to final delivery. You know which tools, processes or methods to use and how to bring an agile delivery team along with you.

You can listen to the needs of technical and business stakeholders and interpret them clearly for both audiences. You also know how to manage stakeholder expectations and navigate difficult discussions.

You can create high quality, compelling design concepts and artefacts.

You are experienced in digital prototyping, for example in Figma or in HTML and CSS.

You know what good public services look like and how to design them in an inclusive, accessible way.

You are a strong team player who knows how to work with and get the best out of a multidisciplinary delivery team.

Willingness to be assessed against [the requirements](#) for BPSS 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 current and relevant CV and a **statement of suitability (word count: 750)**. Your statement of suitability will not be read beyond the first 750 words. Failure to provide either of these documents will result in a rejection of your application. Please feel free to share your up-to-date portfolio of work by including the full link with access on your CV – please note this is not assessed.

Sifting and assessment overview

Should we receive a high volume of applications, we will carry out a **pre-sift** on the lead requirements:

You have experience as a Designer; you have a grounding in user-centred design, from concept to final delivery. You know which tools, processes or methods to use and how to bring an agile delivery team along with you. (250 words)

The **statement of suitability** should outline your experience and its relevance to the criteria outlined below:

You have experience as a Designer; you have a grounding in user-centred design, from concept to final delivery. You know which tools, processes or methods to use and how to bring an agile delivery team along with you. (**250 words**)

You can listen to the needs of technical and business stakeholders and interpret them clearly for both audiences. You also know how to manage stakeholder expectations and navigate difficult discussions (**250 words**)

You are experienced in digital prototyping. You can confidently work with developers and understand security, accessibility, version control and hosting. (**250 words**)

Candidates who are successful at sift stage will be invited to an interview lasting up to 1.5 hours with a panel of 3 people which will include a short task.

In Justice Digital, we recruit using a combination of the [Government Digital and Data Profession Capability](#) and [Success Profiles](#) Frameworks. We will assess your Experience, Technical Skills and the following Behaviours during the assessment process:

Communicating and Influencing

Working together

Managing a quality service

Changing and improving

Should you be unsuccessful in the role 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 further application.

A reserve list may be held for up to 12 months, after 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

Person specification

Please refer to attached Job Description

Benefits

Alongside your salary of £42,914, Ministry of Justice contributes £12,432 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

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Selection process details

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You can listen to the needs of technical and business stakeholders and interpret them clearly for both audiences. You also know how to manage stakeholder expectations and navigate difficult discussions **(250 words)**

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Should you be unsuccessful in the role 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 further application.

A reserve list may be held for up to 12 months, after 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.

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

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) 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=984>

