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# Lead Test Engineer - Automation

Home Office

**Apply before 11:55 pm on Wednesday 18th February 2026**



Home Office

## Reference number

446547

## Salary

£62,109

New entrants to the Civil Service will start their role on the salary band minimum £62,109 for National Roles or £66,229 for London Roles  
You may be eligible for an additional non-pensionable allowance, pending a Capability and Skills assessment, with a value of up to £18,291.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

**Contract type**

Permanent

**Business area**

HO - Home Office Digital - Quality Assurance & Testing

**Type of role**

Digital  
Information Technology  
Quality

**Working pattern**

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

**Number of jobs available**

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## Location

Croydon CR0 2WF, Manchester M5 3LZ, Sheffield S3 8NU.

# About the job

## Job summary

We are looking for people who are passionate about Quality. Do you want to be part of the award-winning Home Office Quality Assurance and Testing Team (QAT) within Home Office Digital.

This role sits within Home Office Digital's Automation and Innovation portfolio whose work spans Home Office mission-critical operations, such as transforming Border Security and immigration processes, to revolutionising asylum case management and enhancing Counter-Terrorism capabilities. Imagine developing technology that helps reunite families, create safer communities, protect vulnerable people, and ensure smoother journeys for the millions travelling to and from the UK.

## Join Our Team

Work with our Automation Centre, Data Science and Evaluation team, or Innovation Lab to:

- Build solutions improving lives nationwide.

- Work with diverse AI and automation technologies.

- Collaborate with technical experts.

- Develop skills at the forefront of public sector innovation.

Help build a future-ready Home Office where innovation delivers daily impact. Ready to use cutting-edge technology to transform millions of lives across the UK?

All QAT roles require flexibility of location, including working from supplier sites and other business locations across the UK and occasionally abroad.

Where business needs allow some roles may be suitable for a combination of office and home-based working. Where this is the case, employees will be expected to spend a minimum of **60% of their working time in the office**.

Watch this short video to hear from members of Home Office Digital talking about the projects they work on and their experience of working here: [Working for Home Office Digital](#).

## **Job description**

Our Lead Test Engineers are held in high regard, well sought after, and highly valued members of the teams they work in.

We are seeking individuals with the skills required to solve engineering challenges of QAT approaches and build strong collaborator relationships. Working alongside impactful multi-disciplinary teams, you will use your technical, delivery and leadership skills to drive outstanding, industry standard quality engineering practices. Your success will be linked to the success of the teams you work with, and you will play a pivotal role in helping your team deliver outcomes, safely and securely.

In return, we will invest in your learning and development, and you will be supported by guides in your job family, while having opportunities to mentor and be mentored. You will be a member of the test engineering practice. We invest in adopting innovative technology.

## **Quality Engineering Tools and Technologies we use:**

We have a wide portfolio of projects, and our vast estate covers a whole range of tools. The below is sample snapshot of some tools we use:

Frameworks: Playwright, Cypress, Selenium, RestAssured and several bespoke frameworks.

Platforms and Pipelines: PowerApps, Dynamics, Azure, AWS, GitHub Actions, Drone, Concourse, Docker, Kubernetes, Terraform.

Performance testing Locust, JMeter.

Other tools: Browserstack, Axe, ZAP, SonarQube.

Observability and Monitoring: ELK, Grafana, Dynatrace.

## Person specification

### Main responsibilities:

Your main day to day responsibilities will be:

Ownership of existing test frameworks and actively reviewing them, identifying need for new frameworks, and delivering these at scale.

Leading and coaching a team of test engineers and analyst and solving technical challenges that the team may require assistance with, evaluating efficacy of test engineering processes across projects and suggesting improvements. Promoting convergence, creating shared capabilities and data driven approaches within test engineering.

Embracing innovation - evaluating tools and recommending approaches that can benefit testing. For instance, ones used for virtualisation, data mocking, contract testing or other automated integration testing techniques, and determining tools and approaches for automated test data management, test results aggregation and release management. Enabling precise, real-time reports of automation test runs and roll-up reports.

Managing test infrastructure usage and determining approach to running distributed, parallel tests. Using container and cloud technology to orchestrate faster, scalable tests while optimising costs.

Working with teams to promote use of code scan, code quality, accessibility testing and observability tools.

Participating in the QAT Test Engineering community as well as QAT recruitment to help grow it.

### Essential Skills

As a Lead Test Engineer, you will have experience of:

Programming using TypeScript /JavaScript (**Lead essential criteria**) to write secure, reusable, and maintainable automated tests and test utilities and be able to use scripting languages like Bash or PowerShell.

Skilled in designing and implementing Playwright-based quality engineering frameworks, and in developing and maintaining Node.js packages to support automation tooling.

Developing and scaling automated quality engineering solutions for PowerApps (model-driven and canvas apps), implanting security best practices like OWASP Top 10 and standards such as WCAG to design automated accessibility tests.

Extensively using CI/CD tools for pipeline automation on Azure stack and a solid understanding of release pipeline concepts. Familiarity with containerization platforms like Docker and container orchestration platforms like Kubernetes.

Using and implementing POM test design pattern and SOLID code design principle. Implementing coding guidelines and standards with a solid understanding of protocols and architectural styles involved in implementing tests.

Ability to actively engage with performance testing engineers and work alongside them to identify performance bottlenecks. Ability to read, interpret, and articulate performance reports.

## **SFIA capability framework**

Skills for the Information Age (SFIA) is the technical framework that sets the standard capability and development of all Quality Assurance & Testing levels in the Home Office. This is a link to the capability framework: [All skills A Z English \(sfia-online.org\)](https://sfia-online.org/)

We use set SFIA technical skills to form our interview questions and we will assess you against these technical skills during the selection process.

The essential skills listed above are reflective of the Home Office Government Digital and Data Profession Career Framework (based on the industry standard SFIA framework). Use the SFIA [levels of responsibility](#) to understand what would be expected for each technical skills listed below.

### **Strategy & Architecture:**

Information Strategy

Strategic Planning (ITSP) Level 4

Technical Strategy and Planning

Domain Experience Level 4

## Development and Implementation:

Systems Development

Test, Analysis, Design and Execution Level 3

Automation and Tooling Level 4

Performance Testing Level 4

Installation and Integration

Integration and Assurance Level 3

## Behaviours

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

Communicating and Influencing

Changing and Improving

Making Effective Decisions

## Technical skills

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

Strategic Planning (ITSP) Level 4

Domain Experience Level 4

Test, Analysis, Design and Execution Level 3

Automation and Tooling Level 4

Performance Testing Level 4

Integration and Assurance Level 3

## Benefits

Alongside your salary of £62,109, Home Office contributes £17,992 towards you being a member of the Civil Service Defined Benefit Pension scheme.

[Find out what benefits a Civil Service Pension provides.](#)



## Why work for us...

Find out more information at: [benefits - Home Office careers](#), but some of the primary ones are:

A competitive starting salary.

A civil service pension with employer contribution rates of at least 28.97%.

In-year reward scheme for one-off or sustained exceptional personal or team achievements.

The ability to potentially adopt flexible working options that suit your work/life balance, plus the opportunity in future to take a career break.

25 days annual leave on appointment, rising with service.

Eight days public holidays, plus one additional privilege day.

26 weeks maternity, adoption or shared parental leave at full pay, followed by 13 weeks statutory pay and a further 13 weeks unpaid, after qualifying service.

Maternity and adoption support leave (also known as paternity leave) of two weeks full pay, after qualifying service.

Paid leave for fostering approval processes, support when a child is substantively placed with you plus a foster to adopt policy.

Support for guardians and kinship carers.

Corporate membership of Employers for Carers providing additional information and advice for carers, plus a Carer's Passport to discuss workplace needs and underpin supportive conversations.

Time off to deal with emergencies and certain other unplanned special circumstances.

## 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 Behaviours, Experience and Technical skills.

As part of the application process, you will be asked to complete a **CV and personal statement (up to 1000 words)**. Please note your CV and personal statement should include all relevant experience that relates to our essential skills criteria listed in the advert and role description. We recommend that you use the [STAR](#) format in your examples and ensure that both components are completed thoroughly.

Remove information that identifies you (for example your name, age or place of education) so that you will be judged on merit alone and not your personal background, circumstances, race or gender. Do NOT include e-mail addresses or links to online profiles, resumés, or prior work, either personal or business. Active links or e-mail addresses will result in your application being rejected.

Watch our three short videos on how to apply for our roles: [Applying - Home Office Careers](#).

## **Sift stage**

The sift will be held on the **CV and Personal Statement**. Please read the Essential skills for this position carefully. We will only consider those who meet the listed requirements.

In the event of a high number of applications received, an initial sift may be held on the personal statement only.

## **Interview stage**

Candidates reaching the required standard will then be invited to attend 90 minute interview. The interview will assess your technical skills

(SFIA Framework) and behaviours using a technical assessment (30 minutes) and behaviour-based questions (60 minutes).

The technical assessment will involve live coding using Typescript, during which you will be expected to create/refactor one UI and one API automation test each using a Playwright based test framework. This will also involve questions on how you can improve the given framework.

We will send you a link to the framework and further information 3 days before the interview. This is so that you familiarise yourself with the framework we will be using. You are not expected to make any code submissions.

If you are invited to an interview, you will be required to bring a range of documentation for the purposes of establishing identity and to aid any pre-employment checks. Please see the attached list of Home Office acceptable ID documents.

### **Sift and interview dates**

The sift will commence from **18th February 2026**.

Interviews are expected to take place from **9th March 2026**. (Subject to the Panel's operational requirements/priorities).

Interviews will be conducted remotely via MS Teams.

We will try to meet the dates set out in the advert. There may be occasions when these dates will change. You will be provided with sufficient notice of the confirmed dates.

### **Further Information**

If you have previously made an unsuccessful application for a role with the same essential skills and are not able to demonstrate how you have developed these skills since your last application, please reconsider applying as your application is unlikely to be successful.

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 circumstances some candidates will want to

send their completed forms directly. If you are doing this, please advise Government Recruitment Service of your intention by emailing [pre-employmentchecks.grs@cabinetoffice.gov.uk](mailto:pre-employmentchecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

## **Reserve list**

A reserve list of successful candidates will be kept for 12 months. Should another role become available within that period you may be offered this position.

Reserve lists may be held for each location. Candidates will be appointed in merit order by location where this applies.

## **Similar roles**

Job offers to this post are made based on merit.

We often have **similar roles** available at different grades. If a candidate is suitable for a similar role or a lower grade than they have applied for, we may offer the candidate that role without the need to go through a further selection process providing the role has the same behaviours and essential skills.

## **UK residency and security requirements**

For meaningful security checks to be carried out, individuals need to have lived in the UK for a sufficient period of time. Learn more on our website. [Security Checks - Home Office Careers](#).

Please note that this role requires Security Check (SC) clearance, which would normally need 5 years UK residency in the past 5 years.

However, in exceptional circumstances security clearance applications for candidates who have been present in the UK for at least 3 of the last 5 years may be considered. Failure to meet this residency requirement will result in your security clearance application being rejected.

For further information on National Security Vetting please visit the following page [Demystifying Vetting - GOV.UK](#).

## Visa Sponsorship

**We are unable to sponsor any individuals via Skilled Worker Sponsorship / Tier 2 (General)** work visas as we do not hold a UK Visa & Immigration (UKVI) Skilled Worker License.

## Capability Allowance

The advertised role is part of the Home Office Government Digital and Data Profession. This role has access to a digital capability-based allowance. Applicants who are successful at interview will be invited to complete a Capability and Skills Assessment post-interview. Any allowance awarded will be based on the assessment of your capability against the six skills advertised for this role. Please see the [Home Office Pay Framework Allowance Careers](#) page for more information.

The allowance values are set by the Home Office, subject to remaining in a qualifying role and are non-pensionable. This allowance is non-contractual, subject to an annual review and could be withdrawn at any time.

For both new entrants and existing civil servants, the total compensation offer is a combination of base salary and, if applicable, a capability-based allowance. The pay ranges for this role are National: £62,109 - £68,320 and London: £66,229 - £72,852. New entrants to the Civil Service will start on the pay range minimum. For existing civil servants, our policies on [level transfer](#) and [promotion](#) will apply.

## Working at the Home Office

Every day, Home Office civil servants do brilliant work to develop and deliver policies and services that affect the lives of people across the country and beyond. To do this effectively and fairly, the Home Office is committed to representing modern Britain in all its diversity, and creating a welcoming, inclusive workplace where all our people are able to bring their whole selves to work and perform at their best.

We are flexible, skilled, professional and diverse. We work to recruit and retain disabled staff and area Disability Confident Leader. We are proud

to be one of the most ethnically diverse departments in the civil service. We are a Social Mobility Foundation top 75 employer.

**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.

For further information please see the attached notes for candidates which must be read before making an application.

Existing Civil Servants should note that some of the Home Office terms and conditions of employment have changed. It is the candidate's responsibility to ensure they are aware of the Terms and Conditions they will adopt should they be successful in application and should refer to the notes for candidates for further details.

Transfer Terms: Voluntary.

If you are invited to an interview, you will be required to bring a range of documentation for the purposes of establishing identity and to aid any pre-employment checks.

Please see the attached list of Home Office acceptable ID documents.

Any move to the Home Office from another employer will mean you can no longer access 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>

## **Reasonable Adjustments**

If a person with disabilities is 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 Government Recruitment Service via [HORECRUITMENT.GRS@CABINETOFFICE.GOV.UK](mailto:HORECRUITMENT.GRS@CABINETOFFICE.GOV.UK) as 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 are deaf, a language service professional.

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the Contact point for applicants section.

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 circumstances some candidates will want to send their completed forms direct.

If you will be doing this, please advise Government Recruitment Service of your intention by emailing [Pre-EmploymentChecks.grs@cabinetoffice.gov.uk](mailto:Pre-EmploymentChecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

## **Feedback**

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.

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 : ACRecruitment@homeoffice.gov.uk

Email : ACRecruitment@homeoffice.gov.uk

Recruitment team

Email : HOfrecruitment.grs@cabinetoffice.gov.uk

## **Further information**

If you feel that your application has not been treated in accordance with the Civil Service recruitment principles and you wish to make a complaint, then contact the Government Recruitment Service via [HOfrecruitment.grs@cabinetoffice.gov.uk](mailto:HOfrecruitment.grs@cabinetoffice.gov.uk). If you are not satisfied with the response that you receive, then you can contact the Civil Service

Commission.

