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Senior Technical Architect

HM Revenue and Customs

Apply before 11:55 pm on Thursday 19th February 2026



HM Revenue
& Customs

Reference number

446949

Salary

£58,541 - £72,711

National Salary £58,541 - £64,624. London Salary £65,869 - £72,711.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Contract type

Permanent

Business area

HMRC - CDIO - Chief Technology and Design Office

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

Birmingham Regional Centre - Arena Central

Bristol Regional Centre - 3 Glass Wharf

Edinburgh Regional Centre - Queen Elizabeth House

Leeds Regional Centre - Wellington Place

Liverpool Regional Centre - Water Street

Manchester Regional Centre - Three New Bailey
Newcastle Upon Tyne - Benton Park View
Telford - Plaza 1 and 2
Worthing - Teville Gate House
Stratford Regional Centre - Westfield Avenue

Please note that due to workforce controls, Leeds and Newcastle are only available to existing HMRC staff in these locations.

About the job

Job summary

Discover a career in your hands at HMRC. Whether you're seeking purpose, growth, or a workplace that gives you a true sense of belonging, hear from some of our employees as they share their story about what it's really like to work at HMRC.

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Visit our [YouTube channel](#) to watch the full series and come and discover your potential.

Here in HMRC's Chief Digital & Information Group (CDIO) we're increasingly delivering in-house through our growing network of digital delivery centres hi-tech, innovative facilities across the UK.

We are a small, agile team within our Chief Technology and Design Office that focus on Technical Innovation. Our objective isn't necessarily what we can change tomorrow, but the longer-term improvement of the UK tax system. We work to understand and solve problems, proposing innovative solutions through continuous exploration. Tracking emerging technology and market changes, Innovation maintains a future technology focus, with an enviable remit to proactively demonstrate the art of the possible, seeking to tackle challenges at source by designing out problems with new technology, improved processes, user-centred design and innovative solutions.

Job description

As key member of our multidisciplinary Innovation Team, you ll work alongside User Researchers, Analysts, Designers, Product Managers, Software Developers, Architects, policy, innovation and technology specialists. As a team, you ll develop innovative approaches for digital products that are part of end-to-end services across HMRC and government.

This is an exciting opportunity to make real changes for HMRC and our customers through innovation and to join our Architecture community supporting a large-scale dynamic transformation that has profound impact both on customers and our staff.

Proactive and reactive to changing opportunities, you ll have the skill to interpret and react to small, medium and large-scale challenges, and the vision to identify potential and future opportunities. By using emerging technology, data, and considering user needs, you ll develop innovative concepts and solutions, supporting Innovation colleagues with technical and architecture expertise. You ll test the art of the possible by designing proof of concepts to test solutions for future services, working with internal groups, third parties, external suppliers and academia to develop concepts and MVPs. You ll run proof of value exercises to support concepts by demonstrating customer and HMRC impact. You ll contribute to business cases and make compelling recommendations for future direction, delivering these to senior partners to influence policy and strategy.

You will be an expert Technical Architect, able to investigate, design and develop solutions to technology challenges in a fast-paced, collaborative, multidisciplinary Innovation Team.

You will

- Rapidly develop an understanding of technologies in use and the overall architecture strategy.

- Work closely with Innovation scrum teams, business partners and IT colleagues to design innovative but appropriate solutions that demonstrate that new technology and approaches can deliver improvements, ensuring operational delivery and that they fit with strategic end-to-end functional design.

Be flexible and self-motivated, have a keen eye for detail and a solid focus on quality.

Have a good track record in delivering customer-focused technology change and be able to articulate technical detail to non-technical people, so it is understood.

Be credible, influential and a team-player. A confident communicator with good interpersonal skills.

Be comfortable working creatively in a fail fast manner on inception and discovery projects, where scope and concept are not clearly defined or understood and without relying on defined process or established requirements.

Person specification

We are looking for a Senior Technical Architect who has experience of

Leading technical discussions between internal teams and external stakeholders, clearly communicating concepts and driving continuous improvement.

Evaluating products/tools and providing enterprise appropriate recommendations.

Developing an understanding of user needs, to design user-centred technical service propositions.

Identifying business problems and recommending technical solutions and designs.

Undertaking structural analysis of technical issues, translating this analysis into technical designs that describe a solution.

Building collaborative relationships with partners across teams and services.

Articulating technical requirements and implications compellingly to technical and non-technical colleagues, senior leaders, business partners and customers.

Working with innovators to design aspirational concepts for future services and processes.

Mentoring colleagues.

Essential Criteria:

Governing high and low-level designs with full lifecycle management, from requirements management to supporting the operations teams with service introduction.

Effective communication with colleagues, business partners, customers and senior leaders. You are skilled at proactive and reactive communication.

Bridging the gap between the technical and non-technical with the ability to translate technical concepts, so they are understood by all.

Technical governance and delivering the assurance of a service.

Making and guiding effective decisions, explaining clearly how the decision has been reached.

Applying strategy for technology that meets business and customer needs with the ability to create, refine and challenge standards, policies, roadmaps and vision statements.

Working with business and technology partners to translate business problems into technical designs. You can work across multiple services or a single large or complicated service.

Understanding trends and practices outside your team and organisation, their potential impact and how they can fit into broader strategy.

Looking beyond the immediate technical problem and identifying wider implications, understanding the broad context.

Desirable Criteria:

Software development and technical architecture.

Knowledge of innovative and emerging technologies (e.g. Artificial Intelligence, Geospatial and Synthetic Data, Cryptocurrencies, Open Banking etc.)

Cloud computing knowledge and experience designing and implementing (e.g. AWS/Azure/Google or Hybrid) based.

Agile methodologies and principles.

Transitional Sites

For more information on where you might be working, [review this information on our locations](#).

If your location preference is for one of the following sites, it is important to note that these are not long-term sites for HMRC and we will require you to move to a new building in the future, subject to our location strategy and the applicable employee policies at that time.

These sites are:

Benton Park View, Newcastle - moving to Pilgrims Quarter, Newcastle

Telford Plaza, Telford - moving to Parkside Court, Telford

You will be given more information about what this means at the job offer stage.

Benefits

Alongside your salary of £58,541, HM Revenue and Customs contributes £16,959 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides](#).

HMRC operates both Flexible and Hybrid Working policies, allowing you to balance your work and personal commitments. We welcome applications from those who need to work a more flexible arrangement and will agree to requests where possible, considering our operational and customer service needs.

We offer a generous leave allowance, starting at 25 days and increasing by a day for every year of qualifying service up to a maximum of 30 days.

Pension - We make contributions to our colleagues Alpha pension equal to at least 28.97% of their salary.

Family friendly policies.

Personal support.

Coaching and development.

To find out more about HMRC [benefits](#) and find out what it's really like to work for HMRC [hear from our insiders](#) or visit [Thinking of joining the Civil Service](#)

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

How to Apply

As part of the application process, you will be asked to provide the following:

A name-blind CV including your job history and previous experiences. Please provide your most recent and relevant CV experience on how you meet the Job Description and Person Specification for familiarity and suitability.

A 1000-word personal statement. Please provide a Personal Statement on how you meet the Essential Criteria, we want to see impacts, outcomes and results here please not just statements, to be considered better for this role.

Please complete a separate statement (Max 250 words) for the Desirable Criteria where applicable. This is not essential for the role but may be considered by the vacancy-holder where candidates have the same scores at interview.

Further details around what this will entail are listed on the application form.

Sift

At sift, your CV and Personal Statement, will be assessed, with the successful candidates being invited to interview.

We may also raise the score required at any stage of the process if we receive a high number of applications.

Interview

During the panel interview your experience will be assessed, we will also assess your knowledge and understanding of Technical Architecture, Cloud Computing and Emerging Technologies.

Interviews will take place via video link. Sift and interview dates to be confirmed.

Eligibility

Please take extra care to tick the correct boxes in the eligibility sections of your application form. We understand mistakes sometimes happen but if you contact us later than two working days (Monday-Friday) before the vacancy closes, we will not be able to reopen your application for you. If you do make a mistake with your eligibility form, please contact us via:

unitybusinessservicesrecruitmentresults@hmrc.gov.uk Use the subject line to insert appropriate wording for example Please re-open my application **[insert vacancy ref]** & vacancy closing date **[insert date]** .

To check that you are eligible to apply for this role, please review the eligibility information before submitting your application.

Reserve List

A reserve list may be held for up to 12 months from which further appointments may be made for the same or similar roles if this applies to you, we ll let you know via your Civil Service Jobs account.

Merit List

After interview, a single merit list will be created, and you will only be considered for posts in locations you have expressed a preference for. Appointments will be made in strict merit order in line with the set number of roles in each location.

Criminal Record Check

Applications received from candidates with a criminal record are considered fairly in accordance with the DBS Code of Practice and the Recruitment of ex-offenders Policy.

Hybrid working at HMRC

HMRC is an office-based organisation, and colleagues are expected to spend 60% of their working time in the office. Our offices provide opportunity for interaction, collaboration which aids learning and development and a sense of community. Where the role allows it, and where the home environment is suitable, colleagues can work from home for up to 2 days a week, averaged over a calendar month (or a proportionate amount of time for colleagues who work less than full time).

Reasonable Adjustments

We want to make sure no one is put at a disadvantage during our recruitment process. To assist you with this, we will reduce or remove any barriers where possible and provide additional support where appropriate.

If you need a change to be made so that you can make your application, you should:

Contact the UBS Recruitment team via unitybusinessservicesrecruitmentresults@hmrc.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're deaf, a Language Service Professional.

Important information for existing HMRC contractual homeworkers:

This role may be suitable for existing HMRC employees who are contractual homeworkers. Occasional attendance to the office will be required where there is a business need. Please consider the advertised office locations for this role when applying and only select locations from the location preferences section that you can travel to.

Terms and Conditions

Customer facing roles in HMRC require the ability to converse at ease with members of the public and provide advice in accurate spoken English and/or Welsh where required. Where this is an essential requirement, this will be tested as part of the selection process.

HMRC has a presence in every region of the UK. For more information on where you might be working, [review this information on our locations](#).

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. The evidence you provide in your application must relate to your own experiences.

Any instances of plagiarism or other forms of cheating will be investigated and, if proven, the relevant application(s) will be withdrawn from the process.

Recording of interviews is prohibited unless explicit agreement is sought in line with the UK General Data Protection Regulations.

Questions relating to an individual application must be emailed as detailed later in this advert.

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.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5 year period following a dismissal for carrying out internal fraud against government.

New entrants will join on the minimum of the pay band.

Please note that, if you are applying for roles on a part-time basis, the salary agreed will be pro-rata, reflective of the working hours agreed within your contract.

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

For more Information for people applying for, or thinking of applying for, roles at HM Revenue and Customs, please see link: [Working for HMRC: information for applicants - GOV.UK.](#)

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.

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 : Adam Butt

Email : adam.butt@hmrc.gov.uk

Recruitment team

Email : unitybusinessservicesrecruitmentresults@hmrc.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. You have the right to complain if you feel there has been a breach of the Recruitment Principles. In the first instance, you should raise the matter directly via ubsrecruitmentcomplaints@hmrc.gov.uk.

Please note that we do not accept complaints or appeals regarding scoring of outcomes of campaigns, unless candidates can provide clear evidence that the campaign did not follow the Recruitment Principles. If 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 website.

