



Ministry
of Justice

Group Chief Technology Officer

Ministry of Justice

SCS Pay Band 2

Closing Date: 23:55 on 20th May 2025

Salary: Up to £162,500

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Introduction and Welcome

“ Thank you for your interest in the Ministry of Justice’s Group Chief Technology Officer role. It is one of the most exciting technology roles in the UK, leading an ambitious transformation in the largest Whitehall department. Reform is a key priority in the MoJ, with technology and transformation being core elements of these reforms. It’s a great time to be joining, and whether you are an existing Civil Servant or a candidate from the external market, we welcome and value your application. ”



At the Ministry of Justice, we are on a mission to transform services through the better use of technology. The role of Group Chief Technology Officer will play a critical role in helping us achieve this vision by driving digital transformation across both our public-facing and colleague-facing services.

The Group Chief Technology Officer will be responsible for leading the technology strategy for the Ministry of Justice, the largest department in Whitehall, which has a budget of over £13bn annually and employs over 90,000 staff. They will be responsible for the technology strategy and delivery spanning a budget of over £900m. The CTO will have responsibility for technology choices that inform decisions across several business units, including the delivery of the tech strategy, architecture, and technology capabilities underpinning

prisons, the probation service, legal aid services, agencies supporting victims and vulnerable people, and the Ministry’s headquarters.

Millions of people interact with our public-facing justice services every year, often at the most difficult times of their lives. We aim to provide people with personalised services that meet their needs quickly and efficiently, thereby improving access to justice for all and the rehabilitation of offenders. Ensuring our technology is fit for these needs now and in the future, and is one of the largest, most complex, and purposeful technology roles in the civil service.

I look forward to receiving your application.

Megan Lee-Devlin

Director General, Service Transformation

About the Ministry of Justice



The Ministry of Justice is a major government department delivering fundamental public services including courts, tribunals, prisons, legal services, youth justice, probation services, and attendance centres.

The Ministry of Justice (MoJ) works to protect and advance the principles of justice. Our vision is to deliver a world-class justice system that works for everyone in society.

The justice system plays a crucial role in our success as a nation – keeping people safe, emphasising fairness, guaranteeing individual rights and giving businesses confidence to flourish.

The delivery of our three strategic outcomes are central to doing this:

- Protect the public from serious offenders and improve the safety and security of our prisons. We will deliver better sentencing, more prison places, safer prisons and strong action on extremism.
- Reduce reoffending. We will play a vital role in reducing crime through breaking

the cycle of reoffending by focusing on proven interventions: a home, a job and access to treatment for substance-misuse.

- Deliver swift access to justice. We will increase the throughput of volumes of cases by maximising capacity and make the courts and tribunals system stronger and smarter and work to support victims, tackling sexual and domestic violence and making sure the vulnerable are supported in the justice system.

For more information on who we are and what we do, please visit:

<https://www.gov.uk/government/organisations/ministry-of-justice>.

About the role

Job Title

Group Chief Technology Officer

Location

National

The MoJ is working to open more Justice Collaboration Centres and Justice Satellite Offices over time. Click [here](#) to learn more about MoJ's offices, including where our currently open Justice Collaboration Centres and Justice Satellite Offices are, to identify where you may be based

The successful applicant must spend at least 60% of the week working from a MoJ site. Some travel to MoJ locations may be required.

Please note the requirements for travel and level of flexibility available as set out in the FAQs section.

Salary

The salary for this role is set within the MoJ SCS PB2 range.

External candidates should expect their salary upon appointment to be up to £162,500 per annum.

Existing Civil Servants will be appointed in line with the Civil Service pay rules in place on the date of their appointment.

Contract Type

This role is being offered on a permanent basis.

This role has a minimum assignment duration of three years - in line with the deliverables identified. Please note this is an expectation only, it is not something which is written into your terms and conditions or indeed which the employing organisation or you are bound by.

The Role

The Group CTO will be responsible for the technology strategy and delivery spanning a budget of over £900m.

The Group CTO will manage the technology strategy and implementation across various MoJ agencies, prisons, courts, probation services, and the MoJ corporate center.

They will lead technology teams, ensuring effective delivery and integration of tech solutions throughout these sectors.

In this role, you will be responsible for ensuring that our technology aligns with the department's strategic objectives, boosting operational efficiency and leading a technology transformation that aims to ensure the infrastructure underpinning the

UK justice system is modern, flexible and cost-effective. You will report to the Chief Digital and Information Officer and lead several Deputy Director Architecture teams. You will Chair the Technical Design Authority for the Ministry of Justice, form part of the Service Transformation Group Executive Team, and report to the MoJ Executive Committee on technology topics.

Your leadership will unite and organise a vast and diverse community of technical professionals, ensuring our services are seamlessly integrated and operate cohesively. In collaboration with directors leading our product and digital teams, you will cultivate a culture centred on product thinking, innovation, and efficient delivery. Working closely with the wider STG leadership team, including the Digital, Tech, Data and AI directors, you will facilitate the formation of multidisciplinary teams and enable the development of service and product roadmaps, underpinned by modern technology and engineering solutions.

Further, your role involves close collaboration with the Department of Science, Innovation and Technology (DSIT) and other government bodies to support the development of cross-government strategies, champion and embed best practices. You will also establish and maintain strong links with industry and academia to ensure the Ministry of Justice is harnessing new and emerging technologies, informed by the latest research and developments in innovation.

Key Responsibilities

The Chief Technology Officer will:

- Oversee the development and implementation of the MoJ's technology strategy underpinning key justice services such as prisons, probation, victim services and legal aid.
- Provide strategic oversight and leadership on technology architecture and product selection decisions, ensuring they align with the department's strategic goals and adhere to governance frameworks.

- Oversee the development, deployment, and management of the MoJ's technology infrastructure (including hosting, networks and end user compute), ensuring the security, reliability and scalability of core technology platforms.
- Oversee live operations and security operations for the technology underpinning the MoJ's services.
- Lead, mentor, develop and inspire a diverse team of technical Digital & Data professionals, including the Chief Architect and Chief Engineer, promoting a culture of innovation, collaboration and high performance.
- Oversee large-scale technology projects, including the Evolve programme, which aims to build internal capability for key technology services, ensuring they are completed on time, within scope, and within budget.
- Set and maintain high technology standards of practice, including in the management of operational and cyber risk, implemented through robust IT

governance and kept up to date in line with best practices.

- Develop and manage strategic relationships with key suppliers, ensuring the Ministry of Justice achieves quality service delivery and value for money for the taxpayer.

Collaborate closely with internal and external stakeholders, including justice agencies, wider government and industry, to influence and shape the digital future of justice service.

Person Specification

It is important through your CV and Statement of Suitability that you give evidence and examples of proven experience of each of the selection criteria detailed.



The successful candidate will be able to demonstrate:

Essential criteria:

- Proven ability to design and deliver successful technology strategies in large-scale and complex organisations, including those with significant legacy estates, that achieve tangible improvements to productivity and customer outcomes.
- Demonstrated ability to lead, motivate and inspire a large, dispersed and diverse team of technology professionals.
- Extensive commercial awareness and experience of building and managing high performance partnerships with technology providers.
- Deep understanding of current and emerging technologies including AI and

technology trends, and their potential applications to front-line service delivery or a high-volume customer environment.

- Deep experience of IT governance, risk management, and compliance in regulated industries or environments of equivalent complexity, and
- The credibility and communication skills to influence and collaborate with board-level leaders, and a sophisticated ability to operate effectively within a complex stakeholder environment.

Civil Service Competency:

You will also be assessed against the following four competencies at level 6 at interview stage:

- Leading and Communicating
- Changing and Improving

- Making Effective Decisions
- Collaborating and Partnering

Further information about the Civil Service Competency Framework can be found here:

<https://www.gov.uk/government/publications/civil-service-competency-framework>

Benefits of working for the Ministry of Justice



Whatever your role, we take your career and development seriously and want to enable you to build a really successful career with the Ministry of Justice and wider Civil Service. It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is ongoing. As a Ministry of Justice employee, you'll be entitled to a large range of benefits.

Equality, Diversity, Inclusion and Wellbeing

Our departmental values - purpose, humanity, openness and together - are at the heart of our commitment to create a culture where all our people are able to thrive and flourish in the workplace. We want to attract and retain the best talent from diverse backgrounds and perspectives. We want everyone to be the best of themselves, to feel supported and have a strong sense of belonging in the workplace. Our commitment to creating a diverse and inclusive workforce is reflected in all of our

people policies and strategies, and we offer our employees access to:

- Diverse talent programs
- Mentoring schemes
- Family friendly policies including generous parental and special leave options
- Flexible working options – including a varied working pattern and flexibility to choose how and where you work
- Workplace adjustment support
- Wellbeing support, including access to our Employee Assistance Provider
- Special leave for active duty reservists
- Volunteering days

Ministry of Justice have diversity champions, senior civil servants appointed by our Permanent Secretary, who work to drive forward and embed equality, diversity and

inclusion as a core part of both our business delivery and in how we support our people.

The Ministry of Justice's champions each advocate for a specific strand including Race, Disability, Carers, Gender, LGBTQI, Faith and Belief, Age and Social Mobility.

They work closely with our diversity staff network groups and help to shape and build our sense of community across the Ministry of Justice. The Ministry of Justice staff network groups provide care and support for their members, offer our policy makers challenge and critical friendship, champion opportunities, help change our culture and celebrate everything that makes our people who we are.

The department also has an employee health and wellbeing strategy which details the wide range of support available to staff. The strategy focuses on four key wellbeing areas; mental wellbeing, lifestyle including physical wellbeing, financial wellbeing and workplace environment – culture and physical workspaces.

Pension

Your pension is a valuable part of your total reward package.

A competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; where your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. Visit www.civilservicepensionscheme.org.uk for more details.

Generous Annual Leave and Bank Holiday Allowance

25 days annual leave on entry, increasing on a sliding scale to 30 days after five years' service. This is in addition to eight public holidays.

This will be complemented by one further day paid privilege entitlement to mark the King's Birthday.

Childcare Benefits

The government has introduced the Tax-Free Childcare (TFC) scheme. Working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2,000 a year for each child or £4,000 for a disabled child. Parents then use the funds to pay for registered childcare. More information about the Tax Free Childcare Scheme can be found on GOV.UK or [Childcare Choices](#).

Onsite facilities

Opportunity to use onsite facilities including fitness centres and staff canteens (where applicable).

Season Ticket and Bicycle Loan

Interest-free loans allowing you to spread the cost of an annual travel season ticket or a new bicycle.

Sick Pay

Occupational sick pay.

The Recruitment Process

Application

The recruitment process is being undertaken by Russell Reynolds Associates on behalf of the MoJ. Please submit your full application by email to responses@russellreynolds.com. Please quote the role title and assignment code **2504-021L** in the subject heading of the email. All applications will be acknowledged. **The closing date for applications is 23:55 on 20th May 2025.**

Your submission should include:

1. **A CV setting** out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
2. **A Statement of Suitability** (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.

3. A completed **Diversity Monitoring Form** [available here](#). All monitoring data will be treated in the strictest confidence and will not be provided to the selection panel. We capture this information to monitor our internal vacancy filling processes with a view to ensuring that we continue to build a talented workforce with diverse perspectives and backgrounds.

Please submit all these documents so that the panel will have all the required information on which to assess your application against the criteria in the person specification. Please note failure to submit a CV and Statement of Suitability will result in your application not being considered for this role.

Should you encounter any issues with your application or should you wish to speak with someone before submitting your application, please contact: responses@russellreynolds.com.

Selection Process

Stephen Cohen, a Civil Service Commissioner, will chair the process. The Civil Service Commission has two primary functions:

- Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition. For the most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a commissioner chairing the selection panel.
- Hearing and determining appeals made by civil servants under the Civil Service Code which sets out the Civil Service values – Impartiality, Objectivity, Integrity and Honesty – and forms part of the relationship between civil servants and their employer.

More detailed information can be found on the [Civil Service Commission website](#).

As well as Commissioner Stephen Cohen, senior stakeholders including the Director General, Service Transformation will be part of the panel. The names of the other panel members will be communicated in due course.

Longlist and Shortlist

You will receive an acknowledgment of your application through Russell Reynolds.

The panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the '[Person Specification](#)' section. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all longlisted and shortlisted candidates will be advised of the outcome as soon as possible thereafter.

Feedback will only be provided if you attend an interview or assessment.

Assessment

If you are shortlisted, you will be asked to take part in a series of assessments which could include psychometric tests and a staff engagement exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

Internal Stakeholder Conversations

- Shortlisted candidates will have the opportunity to speak to the Director General, Service Transformation, prior to the final interview to learn more about the role and the organisation. Please note this is not part of the formal assessment process.
- You will also be invited to take part in a technical conversation, the format of which will be confirmed to all shortlisted candidates.

Interview

You will be asked to attend a panel interview in order to have a more in-depth discussion of your previous experience and professional

competence in relation to the criteria set out in the Person Specification. Please note, you may be asked to complete a presentation on a topic chosen by the panel at interview stage.

Full details of the assessment process will be made available to shortlisted candidates.

Offer

Regardless of the outcome, we will notify all candidates as soon as possible after the final interview.



Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The anticipated timetable is as follows:

Advert Closing Date	23:55 20 th May 2025
Longlist Meeting	Week Commencing 26 th May 2025
Shortlist Meeting	Week Commencing 23 rd June 2025
Assessments	Week Commencing 7 th July 2025
Interviews	Week Commencing 21 st July



FAQs

Can I apply if I am not currently a civil servant?

Yes. We welcome suitably qualified people from the external market as well as existing civil servants and those in accredited Non-Departmental Bodies.

Is this role suitable for part-time working?

This role is available for full-time or flexible working arrangements (including job share partnerships). If you wish to discuss your needs in more detail, please get in touch with the named point of contact in this pack.

Where will the role be based?

The base location is flexible and subject to agreement with the successful candidates. You can be based at any of the buildings in the UK that are listed [here](#).

Relocation costs will not be reimbursed.

Will the role involve travel?

As the majority of the engineering, platform and architecture teams are based in London, weekly travel to London is expected.

There is also an expectation that you will visit offices where we have a Justice Digital staff presence, including Sheffield, Birmingham, Bristol and Manchester.

Can I claim back any expenses incurred during the recruitment process?

No. Unfortunately we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

What are the nationality requirements for this role?

This job is broadly open to the following groups:

- UK nationals
- Nationals of the Republic of Ireland
- Nationals of Commonwealth countries
- Nationals from the EU, EEA or Switzerland with (or eligible for) status under the European Union Settlement Scheme (EUSS)
- Relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service
- Relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service
- Certain family members of the relevant EU, EEA, Swiss or Turkish nationals

For further information on whether you are eligible to apply, please visit [Gov.UK](#).

Reserved for UK Nationals

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens, but this will not normally prevent access to a wide range of developmental opportunities within the Civil Service.

This is **not** a reserved post.

Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to **SC level** before you will be able to take up the role. More information about the vetting process can be found [here](#).

What reasonable adjustments can be made if I have a disability?

We welcome and encourage applications from all candidates and are committed to supporting all candidates to take part in the recruitment process. This includes supporting individuals who have a disability by making reasonable adjustments to the recruitment process. We are also able to provide support to candidates who require adjustments to the assessment

process due to more temporary difficulties (e.g. linked to a recent injury).

We will ask you within your application form if you would like to request reasonable adjustments. If you feel you require any kind of support and/or would like to discuss this with someone, please indicate 'yes' to requesting reasonable adjustments.

There are a range of disabilities such as physical, neurological, intellectual or learning difficulties and mental health conditions which may underpin candidates' requests for reasonable adjustments. We understand that the support requested will be unique to every candidate and we will work with you to help you to identify your individual requirements.

We make reasonable adjustments so that all candidates are given a fair opportunity to undertake the recruitment process. Therefore, disclosing information regarding your disability or access requirements will have no impact on the outcome of your application, regardless of your request or the role you have applied to.

How we can support you

There are many types of reasonable adjustments that can be made during

assessment processes, and the type or combination you choose to request will depend on your individual requirements.

Examples of some types of adjustments include:

- Extra time to complete assessments;
- Providing a break within an assessment;
- Providing interview questions in a written format at the interview as well as orally;
- An interview at a certain time;
- Coloured overlays or different fonts for assessment materials.

This is not intended to be an exhaustive list but rather some examples.

Whilst we aim to confirm all adjustments requested, there may be occasions where this isn't possible. For example, if a candidate were to request that they are not assessed on a specific behaviour outlined in the job advert this would not be possible because the behaviour has been identified as important for the job role and all candidates are assessed against this criterion. If an adjustment cannot be provided, the reasons for this will be

explained to you during your contact with the reasonable adjustment scheme team.

Help with your application

During the application process, we will ask you if you require reasonable adjustments. It is important you tell us as early as possible if you would like to request reasonable adjustments so that the recruitment process runs smoothly for you.

If you do decide during the process that you do require adjustments and you have not completed all your assessments, please contact the SCS recruitment team in advance of your next assessment.

If you need any help with your application, please contact the SCS recruitment team at scsrecruitment@justice.gov.uk.

Do you offer a Disability Confident Scheme for Disabled Persons?

Disabled applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Commitment, you should complete the relevant section of the

online application. It is not necessary to state the nature of your disability.

Do you offer a Guaranteed Interview Scheme for Veterans?

Veteran applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Great Place to Work for Veterans scheme, you should complete the relevant section of the online application

Will this role be overseen by the Civil Service Commission?

Yes. As this role is one of the more senior posts within the Civil Service, a commissioner will oversee the recruitment process and chair the selection panel.

More detailed information can be found on the Civil Service Commission [website](#).

What do I do if I want to make a complaint?

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the

[Civil Service Commission's Recruitment Principles](#)

The [Civil Service Code](#) 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. Should you feel that the recruitment process has breached the recruitment principles and you wish to make a complaint, you should contact scsrecruitment@justice.gov.uk in the first instance.

If you are not satisfied with the response you receive from the Department you are able to raise a formal complaint in the following order.

1. To Shared Service-Connected Ltd (0845 241 5358 (Monday to Friday 08.00 – 18.00) or e-mail Moj-recruitment-vetting-enquiries@gov.sscl.com)
2. To Ministry of Justice Resourcing (resourcing-services@justice.gov.uk)
3. To the Civil Service Commission (<https://civilservicecommission.independent.gov.uk/contact-us/>)

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department.

If you believe that you may have a conflict of interest please contact SCS Recruitment on scsrecruitment@justice.gov.uk before submitting your application.



Data Sharing

We will ensure that we will treat all personal information in accordance with data protection legislation, including the General Data Protection Regulation and Data Protection Act 2018.

Data Sharing

To process your application your personal data will be shared with the Ministry of Justice SCS Recruitment Team, campaign Panel Members and anyone else necessary as part of the recruitment process.

The legal basis for processing your personal data is:

Processing is necessary for the performance of a task carried out in the public interest. Personal data are processed in the public interest because understanding civil servant

experiences and feelings about working in the Civil Service can inform decisions taken to improve these experiences, and ultimately organisation performance.

Sensitive personal data is personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

The legal basis for processing your sensitive personal data is:

1. Processing is necessary for reasons of substantial public interest for the exercise of a function of the Crown, a Minister of the Crown, or a government department: it is important to know if groups of staff with specific demographic characteristics have a better or worse experience of working for

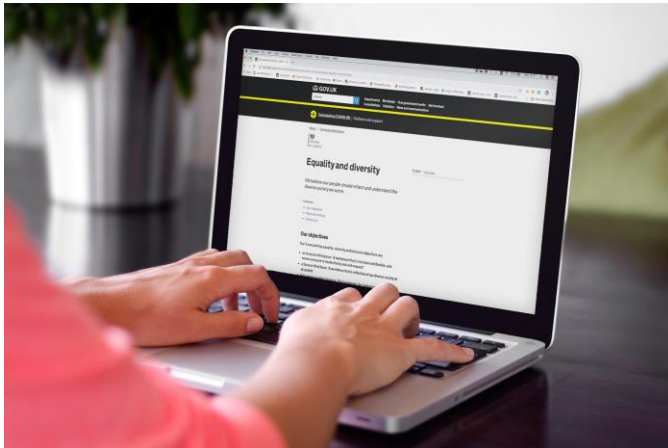
the Civil Service, so that appropriate action can be taken to level this experience;

2. Processing is of a specific category of personal data and it is necessary for the purposes of identifying or keeping under review the existence or absence of equality of opportunity or treatment between groups of people with a view to enabling such equality to be promoted or maintained.
3. Please note if you are successful in your application your sensitive personal data will be used as part of the on-boarding process to build your employee record.

For further information please see the [GDPR Privacy Notice](#).

Diversity & 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](#) and the [Civil Service D&I Strategy](#).



Contact us

Should candidates like to discuss the role in more detail before submitting an application, please contact responses@russellreynolds.com



**SOCIAL
MOBILITY**

