



Ministry
of Justice

Chief Product Officer: Cross-Justice, Victims & Vulnerability

Ministry of Justice

SCS Pay Band 2

Closing Date: 23:55 6th September 2026

About the Ministry of Justice

The Ministry of Justice is at the centre of the justice system, with responsibility for services that are fundamental to public confidence, the rule of law and the effective functioning of society. We lead work that protects the public, supports victims, safeguards rights and enables individuals, families, communities and businesses to access justice fairly and efficiently.



As a major ministerial department, the Ministry of Justice works to protect and advance the principles of justice. Our ambition is to deliver a modern, high-performing justice system that commands confidence, responds to changing demands and works for everyone in society.

The department's work has profound national significance. It helps keep people safe, underpins fairness and due process, protects individual rights and supports the confidence on which economic activity and social stability depend. Across this broad

and complex portfolio, our priorities focus on delivering better outcomes for the public through three core strategic aims:

- Protecting the public and reducing reoffending by strengthening prison, probation and youth justice services so that punishment is effective, rehabilitation is credible and communities are safer.
- Delivering swifter and more effective justice for victims and court users through modern, efficient and resilient courts and tribunals services.
- Upholding the rule of law and sustaining a justice system that is accessible, fair and outward-looking, while supporting world-leading legal services and wider economic growth.

For further information about the Ministry of Justice please visit: [About us - Ministry of Justice - GOV.UK](#)

Welcome to Service Transformation Group

“Thank you for your interest in this exciting senior leadership role as the MoJ’s Chief Product Officer.”



This is an exceptional opportunity to play a leading role in one of the most ambitious digital and technology transformations in government, helping to modernise justice services across one of Whitehall’s largest and most complex departments.

At the Ministry of Justice, we serve millions of people every year, often during the most difficult moments in their lives. Our mission is to make services smarter, faster, and more human, underpinned by secure, scalable and modern technology.

As Chief Product Officer for Cross-Justice, Victims and Vulnerability within Justice Digital, Data and Science you’ll be at the heart of this transformation. You will help shape the future of justice services by establishing a product-led organisation focused on solving user problems, accelerating delivery and achieving measurable outcomes.

You will define the long-term product strategy, safeguard the continuity and resilience of statutory services, leading recovery and modernisation of complex legacy technology. You will also provide authoritative advice and assurance to Ministers and senior leaders, ensuring that significant investment delivers demonstrable value for users and the department.

This role will lead the digital services and product roadmap of a broad and operationally critical portfolio, including victims and vulnerability, corporate services, the Office of the Public Guardian, the Criminal Injuries Compensation Authority and services delivered through a wide range of arm’s-length bodies. As accountability is consolidated, the portfolio is expected to expand further.

A central priority will be to build and embed a modern product operating model – moving the organisation from project-based

delivery towards enduring, multidisciplinary teams with clear ownership of products, user needs and outcomes. Working in a matrix with technology, engineering, data and AI leaders, you will bring together fragmented capabilities and establish the culture, governance and accountability required to deliver at greater pace.

This is one of the most challenging and meaningful digital leadership roles in the Civil Service.

It demands an entrepreneurial mindset, strong product and organisational leadership, and the credibility to lead large-scale change in a complex and highly governed environment. In return, it offers the opportunity to build a product organisation from the ground up and make a lasting difference to services of profound importance to society.

If you're inspired by the opportunity to transform how justice services are designed, delivered and continuously improved, we look forward to receiving your application.

Best wishes,

Mark Thompson

Chief Digital Information Officer

The Role

Job Title

Chief Product Officer: Cross-Justice, Victims and Vulnerability

Location

National

All successful candidates will be appointed to the nearest viable office to their home postcode. This will be at either an MoJ Head Quarters building (subject to desk allocation), a Justice Collaboration Centre (JCC) or Justice Satellite Office (JSO) - See [Map](#).

All employees will be expected to spend a minimum of 60% of their working time in an office (subject to local estate capacity). The MoJ is working to open more Justice Collaboration Centres and Justice Satellite Offices over time.

Salary

The salary for this role falls within the Civil Service SCS Pay Band 2 pay range (£105,000 – 162,500).

Existing Civil Servants will be appointed on level transfer or promotion in line with Civil Service pay arrangements. On promotion, salary will increase either to the minimum of the SCS Pay Band 2 range or by up to 10% of current basic salary, excluding allowances, whichever is greater. Candidates appointed on level transfer will retain their existing basic salary, excluding allowances.

Contract Type

This role is offered on a permanent basis.

This role has an expected minimum assignment duration of three years, reflecting the deliverables identified. This is an expectation rather than a contractual requirement and does not form part of your terms and conditions.

If applying as job share partners, please review the guidance here; [hub page | Civil Service Careers \(civil-service-careers.gov.uk\)](#)

Security Clearance

Successful candidates will be required to obtain SC level clearance. [United Kingdom Security Vetting - GOV.UK](#)

The Role

Following a redesign of the Digital, Data and Technology leadership team, the Ministry of Justice is creating a new Chief Product Officer role to lead a significant part of its digital transformation.

Historically, responsibility for digital delivery sat within a broader portfolio. As the organisation evolves towards a product operating model, leadership responsibilities have been reshaped into three distinct areas:

- HMPPS Digital
- Legal Aid Transformation
- Cross-Justice, Victims and Vulnerability

This new role will lead the latter, building a product-led organisation responsible for central justice services, victims and vulnerability, corporate services and an expanding portfolio of cross-department digital capability.

The Chief Product Officer (SCS2) provides strategic leadership across product, design

and research for some of the Ministry of Justice's most operationally critical services, supporting victims, vulnerable users and central justice functions.

The role is responsible for defining the long-term product strategy, ensuring resilience of statutory services, leading recovery and modernisation of legacy technology, and providing strategic advice to Ministers and senior leaders. The postholder will lead large multidisciplinary teams and ensure investment delivers measurable user, operational and departmental outcomes.

This role will lead the digital services and product roadmap for victims and vulnerability, including for the Office of the Public Guardian and the Criminal Injuries and Compensation Authority. It will also build and embed a modern product operating model, strengthening ownership, accountability and delivery across the portfolio and relevant arm's-length bodies.

The role initially leads an organisation of approximately 220 FTE, with responsibility expected to expand to more than 500 colleagues as additional digital services

and capabilities transition into the organisation over time. The role holder will be accountable for an annual budget of £31.5 million which will increase as responsibility expands.

Key Responsibilities

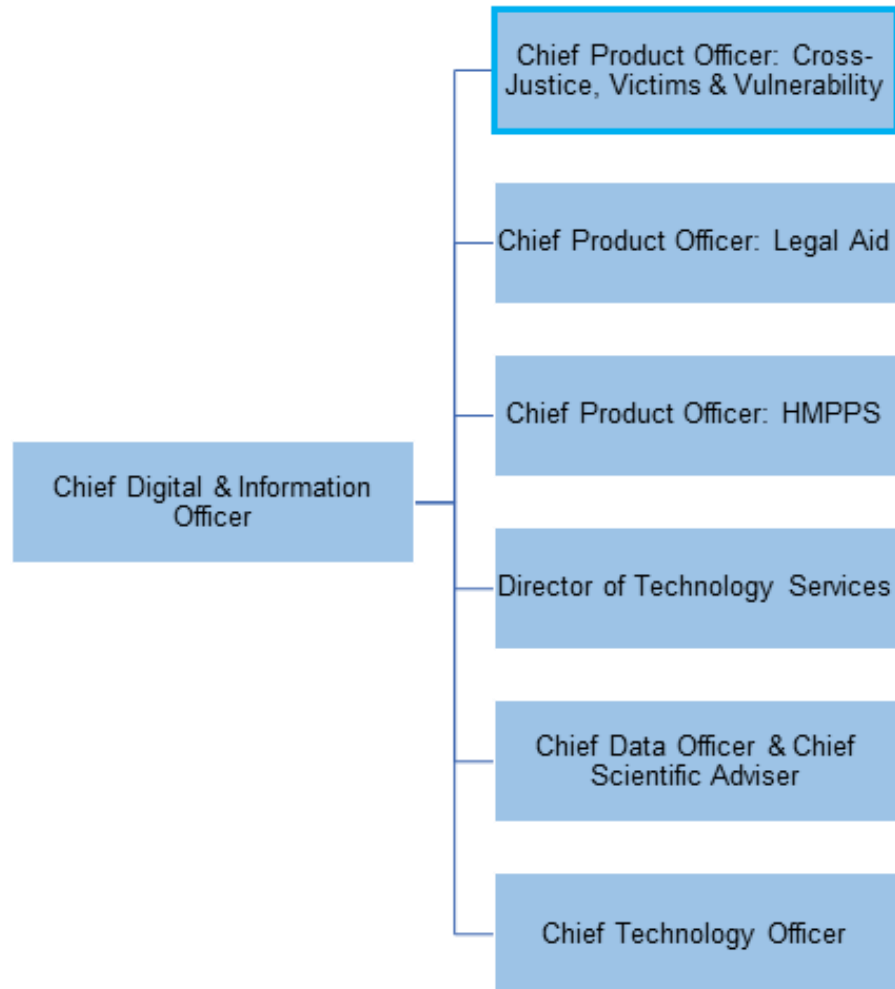
Reporting to the Chief Digital & Information Officer, you will be accountable for:

- Defining and leading the long-term digital product strategy aligned to business priorities and user needs.
- Ensuring continuity and resilience of digital services.
- Leading recovery, stabilisation and modernisation of complex legacy estates.
- Providing authoritative advice and assurance to Ministers, senior officials and Parliament.

- Leading large multidisciplinary product, design and research teams.
- Overseeing significant public expenditure and ensuring delivery of value for money.
- Strengthening governance, data, risk management and product assurance.

Organogram

**Justice Digital, Data & Science,
Service Transformation Group**



Person Specification

Throughout the selection process, you should provide clear evidence and examples that demonstrate how you meet the essential and desirable criteria for the role.

Later in this pack, you will find details of which elements will be assessed at each stage of the process, helping you focus your application and prepare effectively.



Essential Experience:

- A successful track record of leading large, multidisciplinary digital, product or transformation organisations, delivering strategic outcomes through significant teams and budgets.
- Proven experience designing, implementing and embedding a modern product operating model, or leading an equivalent organisational transformation that improved delivery, accountability and user outcomes at scale.
- Experience leading complex digital transformation within large, operationally critical or highly regulated organisations, balancing pace, resilience and governance.
- Strong strategic leadership and stakeholder management skills, with the ability to influence senior executives and lead effectively across complex matrix organisations.

- A demonstrable ability to build high-performing, inclusive leadership teams and create a culture of innovation, empowerment and continuous improvement.

Desirable Experience:

- Experience leading transformation across multiple business units, business domains or organisations, bringing together diverse stakeholders behind a common vision.
- Experience applying AI and emerging technologies to improve product development, service delivery or organisational effectiveness.
- Experience delivering transformation in a complex, customer-facing or mission-critical environment.

MoJ SCS Pay Band 2 Behaviours:

You will also be assessed against the following Behaviours during the Recruitment Process:

- **Leadership**
- **Changing and improving**
- **Working Together**
- **Delivering at Pace**

Civil Service Leadership Statement:

All leaders within the Civil Service are expected to demonstrate the qualities within the [Civil Service Leadership Statement](#) during their Staff Engagement Exercise

The Selection Panel	
Liz Walmsley, Civil Service Commissioner, (Panel Chair)	
	Liz brings a breadth of commercial and operational experience from the science, engineering, and financial sectors. She has held senior executive roles in 3i and ICI and was a founder partner of Praesta LLP where she coached extensively in UK and Internationally. She is an experienced non-executive director including roles in Higher Education and Technology. Liz was appointed as a Civil Service Commissioner on 3 October 2022 and is a member of the Business Appointment Rules panel.
Mark Thompson - Chief Digital Information Officer, Ministry of Justice	
	As the Group Chief Digital and Information Officer (CDIO) at MoJ, Mark leads the ongoing mission to build modern, user-focused digital services and harness data more effectively across the justice system. With over 25 years of leadership experience in delivering complex digital and data transformation programmes, Mark Thompson was previously at the Cabinet Office, where he served as the Head of the Digital Function and Director for Cabinet Office Digital. He led the central team responsible for providing digital, data, AI, cyber security, and enterprise services to the Cabinet Office, while also holding accountability as the departmental CDIO.
Prem Ramaraj, Chief Digital Officer (Legal Aid Agency), Ministry of Justice	
	Prem leads digital and technology services that support the delivery of legal aid across England and Wales. He leads teams across Justice Digital, Data and Science and the wider Ministry of Justice to drive digital transformation, improve services for users, and ensure we delivery secure, reliable and effective technology solutions.
Maxine Paintain, Deputy Director for Digital, Ministry of Justice	
	As Deputy Director for Digital at the Ministry of Justice, with executive responsibility for digital transformation across the Office of the Public Guardian, the Criminal Injuries Compensation Authority, Youth Justice and Victims' Services. With over 25 years' experience in government, including leading the MoJ Product Profession and senior product roles across DWP, she is a passionate advocate for modern product management, empowered teams and delivering outstanding public services.

The Recruitment Process

Support during the selection process

Russell Reynolds, an executive search agency, has been appointed to assist with this appointment.

If you need support or would like to discuss any aspect of the process, please contact Russell Reynolds at responses@russellreynolds.com quoting reference number 2607-095L. We are here to help candidates engage with the process confidently and fairly.

Liz Walmsley, 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 form part of the relationship between civil servants and their employer.

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

Stages of the selection process

Application

[Please click here to apply](#) – using job reference number **2607-095L**. You will be asked to register your details, answer any application questions and upload your CV and Statement of Suitability.

To apply for this post, you will need to submit the following documentation by no later than **23:55 BST on Sunday 6th September 2026**.

As part of your application, you will be asked to provide:

Eligibility responses confirming that you meet the requirements to apply.

An indication of whether you wish to request reasonable adjustments during the selection process. The Disability Support section explains the support available.

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.

A **CV** and **Statement of Suitability** setting out clear evidence of how you meet the essential criteria set out on page 9. The Statement of Suitability should be no more than **1,000** words.

1. **Please note that if you do not submit both a CV and a Supporting Statement, the panel may have insufficient evidence on which to assess your application against the person specification.**

Find out more information and guidance on our application process [here](#).

After the Application Stage

Candidates longlisted by the selection panel will be interviewed by Russell Reynolds Associates ahead of a further meeting of the selection panel, at which the final group of candidates will be selected for the shortlist, and onward progression to assessment and interview by the selection panel.

You will be informed whether your application has been shortlisted for the next stage. If shortlisted, we will contact you with full details of the next part of the process and any preparation required.

Due to the anticipated volume of applications, we are unable to provide feedback to candidates who are not shortlisted.

Assessment

Staff Engagement Exercise

The Staff Engagement Exercise (SEE) gives you the opportunity to lead a two-way discussion with a group of staff on a topic that will be shared with you in advance. An Occupational Psychologist will brief you beforehand, observe the discussion and facilitate feedback from participants. Their observations, together with participant feedback, will inform the panel's overall assessment.

Internal Stakeholder Conversations

Additional conversations with senior Ministry of Justice leaders may be arranged for shortlisted candidates where this would assist them in making an informed decision about the opportunity.

Panel Interview

You will be invited to attend an interview in person in London with the selection panel. As part of this, we may incorporate a scenario-based exercise. Further details will be given to shortlisted candidates in advance.

After the Panel Interview

Following the interview stage, the panel will consider all evidence and identify the appointable candidate. Candidates will be notified of the outcome as soon as possible after interviews conclude. If you are not appointed but meet the required standard, you may be invited to have your details retained on a merit list for future SCS opportunities.

Guidance for Writing your Statement and CV

As part of your application, you will be asked to submit a CV and Statement of Suitability. Together, these should provide clear evidence that you meet the essential criteria set out in the Person Specification. Read the role information carefully and address each essential criterion with relevant evidence. Focus on your most significant and recent achievements, making clear the context, scale of your contribution and the impact you delivered.

When preparing your Statement of Suitability, it may help to:

- Present your evidence clearly so the panel can see how your experience aligns to the essential criteria.
- Use recent, relevant examples that show the scale of your responsibilities, the complexity you handled and the outcomes you achieved.

Using AI in your application

Artificial Intelligence may help you shape or refine your application, but everything you submit must be accurate, authentic and based on your own experience. Examples should reflect your personal contribution and judgement. Applications may be withdrawn where content is misleading, plagiarised or not the candidate's own work. Internal candidates may also be subject to disciplinary action.

Please see our [candidate guidance](#) for more information on appropriate and inappropriate use.

For more information and guidance on how to write your Statement and CV please visit the [Senior Civil Service](#) web page.

Civil Service Behaviours

What are Behaviours?

The Civil Service recruits using [Success Profiles](#). Behaviours are one element of that framework and help assess how candidates demonstrate the leadership qualities, judgement and ways of working needed to succeed in the role.

For this campaign, the behaviours most relevant to the role will be assessed during the interview stage of the process. The descriptions below are included to help you understand what each behaviour looks like in practice.

Leadership

Examples of leadership at Director and Director General grades are when you:

- actively develop and protect the reputation of the Civil Service, creating a sense of pride and passion for public service
- present a clear and focused strategy with direction for the future
- act in ways that are highly visible, inspirational and credible at the most senior levels across and outside of the Civil Service
- create an inclusive environment where diversity is valued and there is equality of opportunity for all
- engage positively in debate and resolve ambiguities, gaining the best possible outcomes for the department

Changing and Improving

Examples of changing and improving at Director and Director General grades are when you:

- constructively challenge bureaucratic decision making, resourcing structures and processes across the Civil Service
- strive to simplify approaches to create an effective organisation using digital technologies ensuring full consideration of accessibility needs and the diverse range of end users
- proactively champion and lead change, seeking innovative new approaches, policies and systems that add value to the organisation
- create a culture of innovation, flexibility and responsiveness enabling departments to swiftly respond to change
- have the confidence to take calculated risks to change how things are done
- establish an environment where all colleagues feel safe to challenge without fear
- consider the full impact of change on

the organisational culture and wider government structures

Working Together

Examples of working together at Director and Director General grades are when you:

- drive an inclusive and collaborative working culture which values diversity and encourages, openness, approachability and sensitivity
- ensure the wellbeing of all individuals is valued across the organisation
- confront issues and challenge assumptions at the highest levels, no matter how uncomfortable, in an assertive yet constructive way
- create a culture where bullying, harassment and discrimination are unacceptable
- build a strong diverse network of professional relationships across the highest levels of government and with Non-Executive Directors
- act for the wider good of the Civil Service by improving governance at board level to meet Civil Service objectives

Delivering at Pace

Examples of delivering at pace at Director and Director General grades are when you:

- set and maintain a clear direction for the department, with highly focused priorities and project and programme outcomes
- define and integrate clear structures, systems and resources across the department which promote efficient service delivery
- swiftly adjust priorities as changing situations dictate
- enable the organisation to remain focused on core priorities irrespective of external challenges
- encourage, support and coach individuals and teams to keep focus on delivery
- drive a performance culture across the department which gives teams the space and authority to deliver objectives, whilst holding them accountable for outcomes

For further guidance on Behaviours and Success Profiles, please visit our [Senior Civil Service](#) web page.



Expected Timeline

We will aim to offer as much flexibility as possible; however, it may not always be feasible to provide alternative dates for assessments or interviews. We therefore encourage candidates to review the timetable carefully and keep the relevant dates available where possible. Please note that the timetable may be subject to change.

The anticipated timetable is as follows:

Application Deadline	23:55 6 th September 2026
Longlisting	Week commencing 14 th September 2026
Shortlisting	Week commencing 28 ^h September 2026
Further Candidate Assessment	Week commencing 5 th October 2026
Panel Interview	Week commencing 19 th October 2026

Working at the Ministry of Justice as a Senior Civil Servant [Senior Civil Service](#)



The Civil Service Code

The Civil Service Code sets out the values and standards expected of all civil servants. Issued by the Prime Minister as Minister for the Civil Service, it is founded on four core principles—integrity, honesty, objectivity and impartiality—and forms part of the contractual relationship between civil servants and their employer.

Equality, Diversity, Inclusion and Wellbeing

The Ministry of Justice offers senior leaders the opportunity to lead work of national importance in an organisation defined by public purpose, integrity and visible impact. Our values – purpose, humanity, openness and together – shape a culture of pace, integrity and inclusive leadership. We are committed to a diverse, high-performing workplace that reflects the society we serve, where different perspectives, wellbeing, belonging and sustainable leadership matter.

Benefits

As a Senior Civil Servant at the Ministry of Justice, you will benefit from a competitive package that supports your wellbeing, flexibility and longer-term career development [Senior Civil Service](#). This includes:

Pension

You will have access to the alpha pension scheme, which includes a 28.97% employer

contribution and comparatively low member contributions by public sector standards.

The Civil Service Pension Scheme is a significant part of the overall reward package, offering long-term security and valuable benefits for you and your family.

Generous Annual Leave and Bank Holiday Allowance

You will receive 25 days' annual leave on entry, rising to 30 days after five years' service, in addition to 8 public holidays and a day of paid privilege leave to mark the King's Birthday.

Flexible Working

We support flexible and hybrid working where this aligns with the needs of the role and the business, helping leaders balance impact, collaboration and personal wellbeing.

Further information on benefits, including pension, leave and Equality, Diversity, Inclusion and Wellbeing support, is available on our [Senior Civil Service](#) web page.

Disability Support

Do you offer a Disability Confident Scheme for Disabled Persons?

As a Disability Confident employer, the Ministry of Justice is committed to creating a recruitment process that is fair, accessible and inclusive. In most campaigns, disabled candidates who meet the minimum selection criteria will be offered an interview. You will be able to indicate on the diversity monitoring form whether you would like to be considered under this scheme.

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

We want every candidate to be able to take part in the selection process on a fair and equitable basis. For senior roles, that means giving you the opportunity to demonstrate your experience, judgement and leadership capability fully, with reasonable adjustments in place where needed.

If you would like to request support or discuss an adjustment in confidence, please indicate this on the diversity monitoring form by selecting 'yes' to reasonable adjustments. We encourage you to raise any requirements as early as possible so that arrangements can be put in place in good time.

How we can support you

A range of reasonable adjustments can be considered across the selection process, depending on your circumstances and the nature of the assessment. Our aim is to work with you to identify support that enables you to take part with confidence and on an equal footing.

Examples may 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 of day.

These examples are illustrative rather than exhaustive. Appropriate support will depend on your individual circumstances, and each request will be considered thoughtfully and on its own merits.

We will make every reasonable effort to provide the adjustments requested. Where a particular adjustment is not possible, we will explain this clearly and work with you to explore appropriate alternatives wherever we can.

Help with your application

If you think you may need an adjustment, we encourage you to contact us as early as possible so arrangements can be made with sufficient notice and support can be tailored to your needs.

If your circumstances change during the process, or you identify a need for support after applying, please contact the SCS Recruitment team in advance of your next assessment wherever possible.

If you have any questions before applying about reasonable adjustments, please contact responses@russellreynolds.com who will be happy to help.

Diversity and Inclusion

At the Ministry of Justice, we believe inclusive, respectful and high-performing workplaces are essential to delivering better outcomes for the public.

We want talented people from every background to feel welcomed, valued and able to succeed here.

That commitment shapes how we recruit, develop and support our people - and helps create an environment where diverse perspectives strengthen leadership, decision-making and impact.



We know the strongest leadership teams reflect the diversity of the society they serve. That is why we are committed to building an inclusive Civil Service where talented people from all backgrounds can thrive, contribute and lead with confidence.

Our Diversity and Inclusion Strategy focus on creating a Civil Service that:

- draws on the broadest possible range of talent, experience and perspective
- is visible, accessible and open to people from all backgrounds
- supports flexible, inclusive ways of working that help people and performance flourish
- attracts, develops and retains exceptional leaders at every stage of their career

For executive candidates, this means joining an organisation that values inclusive leadership, sees difference as a strength, and is committed to creating the conditions for diverse talent to succeed, influence and shape outcomes of national importance.

FAQs

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

Yes. This role is open to both internal and external applicants.

Is this role suitable for part-time working?

This role is offered on a full-time basis. Flexible working options, including job-share, may be considered where they align with business need.

Where will the role be based?

All successful candidates will be appointed to the nearest viable office nearest to their home postcode. This will be at either an HQ building, a Justice Collaboration Centre (JCC) or Justice Satellite Office (JSO) - See [Map](#).

All employees will be expected to spend a minimum of 60% of their working time in an office, (subject to local estate capacity).

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

Expenses incurred during the recruitment process will not usually be reimbursed, except in exceptional circumstances.

Am I eligible to apply for this role?

For further guidance on eligibility to apply for this role, please refer to [GOV.UK](#).

Is security clearance required?

Yes. If successful, you will be required to obtain security clearance to SC level, if you do not already hold it. Further information about the vetting process can be found [here](#).

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?

All appointments to the Civil Service must be made on merit, on the basis of fair and open competition, and in line with the [Civil Service Commission's Recruitment Principles](#).

If you believe these principles have not been followed and wish to make a complaint, you should first contact scsrecruitment@justice.gov.uk.

If you are not satisfied with the response, you may escalate your complaint in the following order:

1. Shared Services Connected Ltd (0845 241 5358, Monday to Friday, 08:00 to 18:00, or Moj-recruitment-vetting-enquiries@gov.sscl.com)
2. Ministry of Justice Resourcing resourcing-services@justice.gov.uk
3. Civil Service Commission [Civil Service Commission website](#)

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

If you believe you may have a conflict of interest, you must declare this before submitting your application by contacting Russell Reynolds at responses@russellreynolds.com.

Data Sharing

We will handle your personal information with care and in line with applicable data protection law, including the UK General Data Protection Regulation and the Data Protection Act 2018.

Data Sharing

To administer your application, your personal data will be shared only with the Ministry of Justice SCS Recruitment Team, panel members and others directly involved in the recruitment process where necessary.

The legal basis for processing your personal data is:

- Processing is necessary for the performance of a task carried out in the public interest. In practice, this supports the fair and effective administration of recruitment and helps the Civil Service improve candidate and employee experience.
- Sensitive personal data includes information such as racial or ethnic origin, religious beliefs, trade union membership, health data and other special category data protected by law.

- Processing may be necessary for reasons of substantial public interest, including the exercise of functions by the Crown, a Minister of the Crown or a government department, and to understand whether different groups experience the Civil Service differently so that appropriate action can be taken.
- Processing may also be necessary to identify or review equality of opportunity and treatment between groups, with a view to promoting or maintaining that equality.
- If you are successful, relevant sensitive personal data will also be used during onboarding to create your employee record.
- For further information please see the [GDPR Privacy Notice](#).

Contact Us

Should candidates wish to discuss the role in more detail before submitting an application, please contact **Russell Reynolds** on responses@russellreynolds.com

