

Salary: Up to £65,000 (London) / up to £60K (National) depending on skills & experience

Contract type: 2-year fixed term appointment

Grade: MoJ Band Ab

Number of open roles: 5

Locations: London, Sheffield, Birmingham, Nottingham

Hours: 37 hours/week (42 hours incl. lunch)

Working pattern: flexible working, full time, part time

Closing date for applications: Rolling campaign, apply asap

Interviews: Ongoing

Interview locations: London, Sheffield, Birmingham

Introduction

These are exciting times at [MOJ Digital and Technology](#). We have a clear vision - to develop a digitally-enabled justice system that works more simply for users - and we're looking for talented people to help us achieve it.

We're making things better by building adaptable, effective services and making systems that are simple to use for staff and citizens. It can be challenging but it's also important and rewarding.

As well as doing great work, we're creating a place that's great to do work in. We offer brilliant training opportunities, tip-top kit and support from expert colleagues. On top of that, you'll find flexible working, an inclusive culture and a place where your opinion is valued.

The role

As a Senior Interaction Designer you will have the opportunity to work on the products and services that make this happen and which have an impact on the lives of millions of individuals across the United Kingdom every day.

Our work is guided by the following principles:

1. Promote digital take-up by designing for user needs
2. Provide assistance in using or accessing our services for those who need it
3. Design not just for users today but for the users of tomorrow
4. Build models of inclusion not models of disruption
5. Do all the hard work for the user and don't have unreasonable expectations of anyone

Your job will be to design and lead on accessible public and internal services that are simple enough for everyone to use. You'll be excited by the challenge of creating digital services that work across multiple channels, devices, browsers and platforms. You'll also want to lead on the direction of new patterns and standards. You'll be able to see the bigger picture as well as the fine detail, and have a

range of experience prototyping in code as well as the ability to communicate ideas clearly and succinctly on paper.

Responsibilities

As a Senior Interaction Designer, you will:

- Understand user needs and track interactions across departmental and organisational boundaries
- Collaborate on designs with a multidisciplinary team
- Work with user researchers, business analysts and developers to turn concepts into user-centred services
- Create and rapidly iterate low and high fidelity prototypes to test and communicate ideas
- Lead the design perspective in discussions with teams and stakeholders
- Ensure that the design of both staff and public-facing services are consistent, both internally and with the rest of GOV.UK
- Highlight opportunities to establish benchmarks and to identify potential areas of improvement
- Welcome constructive criticism and be able to constructively review the work of others
- Train and mentor other designers
- Identify and design scalable, cross-government design patterns and standards
- As an authority on interaction design, actively contribute to the design community within Ministry of Justice Digital & Technology and across government

Skills and experience

We're looking for designers who are committed to using design to deliver a better experience and better outcomes for users of government services. We're seeking designers with strong interpersonal skills who enjoy working in a delivery focused, agile environment.

The ideal candidates will be able to demonstrate the following:

Preferable

- A deep understanding of interaction and user interface design
- Extensive experience of designing elegant, accessible, responsive user interfaces
- Confidence in designing at low and high fidelity, including HTML and CSS
- An ability to talk about, and advocate for, user-centred design in a way that other people understand
- Experience of working with research and business analysis to inform design decisions
- An ability to work autonomously
- Experience of working collaboratively in a dynamic agile environment
- Experience of leading workshops
- Experience of building and maintaining interaction pattern libraries
- Experience of removing complexity from services
- Experience of explaining ideas in a way that other people understand

Desirable

- Experience of working collaboratively in a dynamic agile environment
- Relevant experience of working at a senior level as a designer
- Design related degree
- Designing in large organisations
- Engaging multidisciplinary teams with the design process

Throughout the process we will assess your technical specialist skills and experience on the above requirements.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status.

Salary and working arrangements

If successful, the salary we offer you will be within the advertised range and will depend on the skills and experience you demonstrate at the interview.

Therefore in your cover letter it would be helpful to the hiring teams if you can indicate your salary expectations and if possible your notice period.

You'll also get:

- Flexible working options such as working from home or remotely, working part-time, job sharing, or working compressed hours, we have people doing it and are happy to discuss further
- Lots of training and development opportunities
- A [civil service pension](#) with an average employer contribution of 22%
- 25 days annual leave (plus bank holidays), and an extra day off for the Queen's birthday. No promises you'll be invited to her party, though
- Great maternity, adoption, and shared parental leave, with up to 26 weeks leave at full pay, 13 weeks with partial pay, and 13 weeks further leave. And maternity support/paternity leave at full pay for 2 weeks, too!
- Bike loans and secure bike parking (subject to availability and location)
- Season ticket loans, childcare vouchers, and eye-care vouchers.

Selection process details

Candidates must submit:

- a current and relevant CV;
- a Cover letter (1 page max) setting out why you are interested in the role and how you meet the essential skills and experience required.

The job advert lists the essential, specialist skills and experience as well as key behaviours required for the role.

At the CV review/sift stage we will use the technical/specialist skills and experience to determine your suitability for the role. At the interview we ask you questions based on the specialist/technical

skills and experience in the job advert. If invited to an interview we will send you a detailed Job description to help you prepare for your interviews.

We conduct competency based interviews which means the interviewers will ask open-ended questions to which they are seeking answers/evidence of essential, previous experience in order to guide their hiring decision. Some roles may also require us to use assessments as part of the interview process.

Please note that due to the volume of applications we receive we are unable to provide feedback after the CV review (sift) stage.

Things you need to know

Security and Immigration checks

Successful candidates must pass a disclosure and barring security check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check](#).

Candidates will be subject to [UK immigration](#) requirements as well as [Civil Service nationality rules](#).

If you're applying for a role requiring security clearance please be aware that foreign or dual nationality is not an automatic bar. However certain posts may have restrictions which could affect those who do not have sole British nationality or who have personal connections with certain countries outside the UK.

Nationality requirements

Open to UK, [Commonwealth](#) and [European Economic Area \(EEA\)](#) and certain non EEA nationals. Further information on whether you are able to apply is available [here](#).

Eligibility

Candidates in their probationary period are not eligible to apply for vacancies within this department.

Working for the Civil Service

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](#).

The Civil Service embraces diversity and promotes equality of opportunity. There is a guaranteed interview scheme (GIS) for candidates with disabilities who meet the minimum selection criteria.

Contact point for applicants

For further information regarding this role please contact MoJ D&T Recruitment.

Further information

All Civil Servants will adhere to the '[Civil Service code](#)', which outlines the Civil Service's core values, and the standards of behaviour expected of all civil servants in upholding these values. **Note for Civil Servants only:** If successful, the salary offered would normally be determined by applying the MoJ salary progression rules. If the appointment is on level transfer your substantive salary (excluding any allowances) will remain unchanged, unless it exceeds the maximum stated within the MoJ pay band, and unless your current salary is below the relevant MoJ grade minimum. If the appointment is on temporary or substantive promotion the salary will be increased by the appropriate promotion percentage or moved to the minimum of the relevant MoJ grade minimum, whichever is the greater.

Note for all Applicants: This post is open to UK Nationals, Commonwealth Citizens, EEA Nationals of other member states and certain non-EEA family members. There must be no employment restriction or time limit on your permitted stay in the UK. You should normally have been resident in the United Kingdom for at least 3 years and in some cases 5 or even 10 years preceding your application due to the requirement to have a checkable history for security vetting purposes. If you answer 'No' to the questions regarding nationality then it is unlikely your application will be pursued. If you are unsure as to your eligibility on any of these points, please contact the recruitment team for clarification or advice.