

Deputy Chief Crown Prosecutor

When you've been in private practice
When you're driven by public duty
When the time is right

Can you deliver justice?



Delivering justice is complex and challenging.
That's why we are looking for those who are passionate
about the public, our society and their career.



Max Hill, QC
Director of Public Prosecutions

Thank you for your interest in our Deputy Chief Crown Prosecutors (DCCP) roles, I hope you find the attached material helpful in understanding more about us.

The Crown Prosecution Service (CPS) exists to deliver justice by working with partners at the heart of the criminal justice system, to protect the public and play an important role in keeping society safe. We deal with criminal cases of all levels, including some of the most complex crimes. Amongst our recent achievements we can include the conviction of the Parsons Green tube bomber, the Rooney Family for modern slavery offences and the persons responsible for trying to defraud tax revenue of over £100m.

The CPS continues to face a number of challenges, including the need to work collectively to prepare for the UK leaving the European Union to ensure ongoing international cooperation, the increasing complexity of prosecutions including those in relation to sexual abuse, fraud and terrorism, the use of digital technology and disclosure, and the continued implementation of court reform.

As a DCCP you will be an important member of our leadership team as you will be providing

legal leadership to a dedicated team of lawyers, to ensure high quality casework and good legal decision making, which are fundamental to the work we do. The role is varied and challenging but is unique in allowing a combination of leadership and casework which is hugely rewarding.

I have spent over three decades as a Barrister in private practice, only recently joining the CPS in November 2018. Here I have received a warm welcome from a workforce of cheerful, enthusiastic and dedicated people, a workforce that is drawn from all kinds of backgrounds and cultures and one that closely represents the communities we serve.

Now, at the start of my journey at CPS, I really want to encourage talented lawyers who share our values to apply for DCCP roles. In return you will be offered an outstanding professional opportunity and a chance to really make a difference.

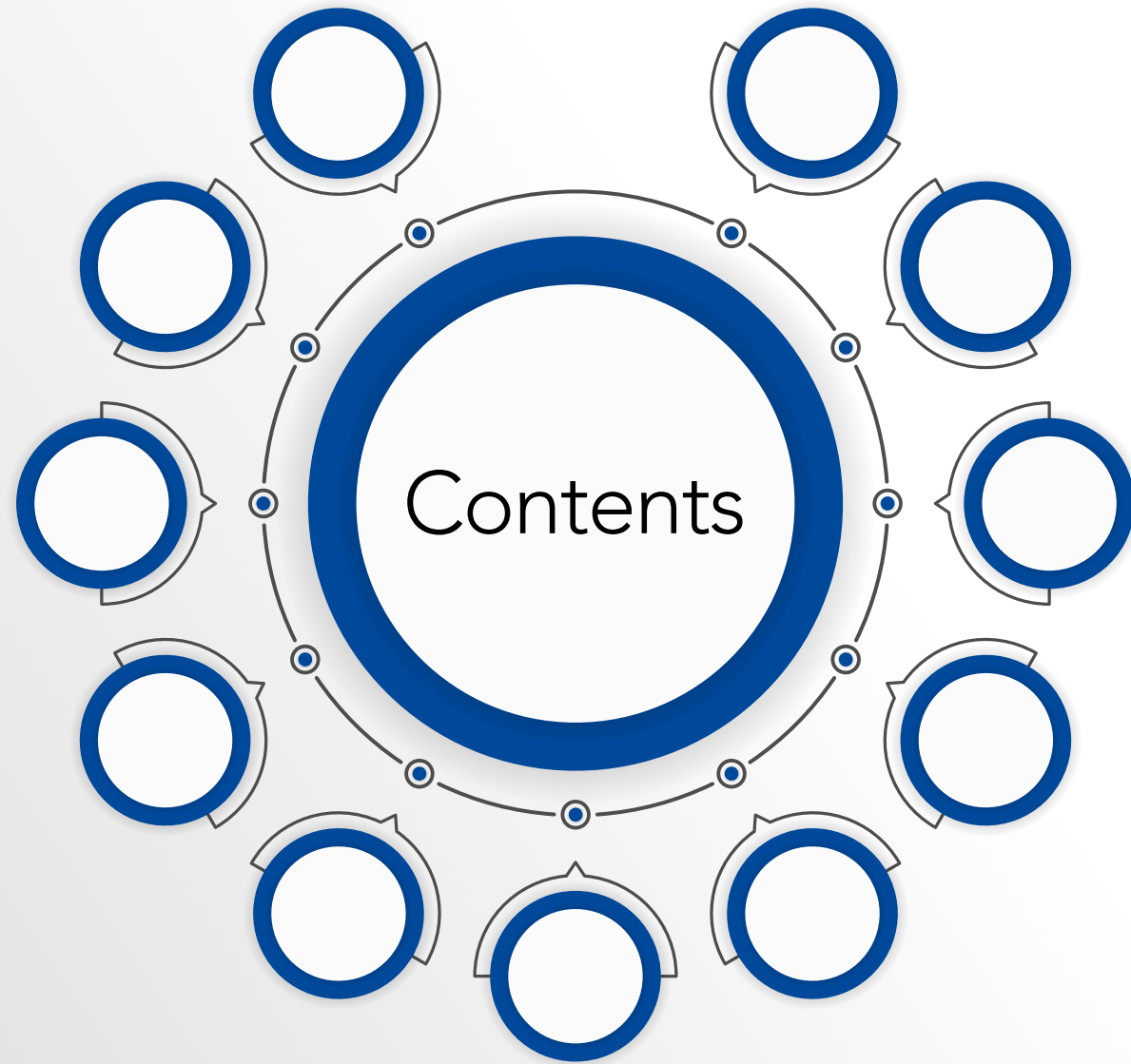
See more of what CPS could offer by watching the video in the next page, where some of our current DCCPs talk about their personal experience as part of our team.



A handwritten signature in black ink that reads 'Max Hill'. The signature is fluid and cursive, with a horizontal line underneath it.



Find out more – watch our short film



Locations

We are looking to appoint 11 DCCP's in various locations:

| Area | Vacancies | Location |
|------------------------|-------------|------------------------|
| Yorkshire & Humberside | 1 Vacancy | Leeds |
| North West | 3 Vacancies | Manchester/Preston |
| Merseyside & Cheshire | 1 Vacancy | Liverpool |
| South East | 1 Vacancy | Brighton or Canterbury |
| Thames & Chiltern | 1 Vacancy | Reading or St Albans |
| East of England | 2 Vacancies | Norwich or Chelmsford |
| London South | 1 Vacancy | London |
| West Midlands | 1 Vacancy | Birmingham |

We advise you to indicate in your statement of suitability up to three preferences of location.

Merseyside & Cheshire

Yorkshire & Humberside

North West

East of England

West Midlands

London South

South East

Thames & Chiltern



The role

The CPS plays such an important role in society. They do the most important job in terms of law and order. Obviously alongside the police and other investigative agencies.

Zoe Gascoyne
Deputy Chief Crown Prosecutor
(Specialist Fraud Division)



Job Title
Deputy Chief
Crown Prosecutor

Department
Crown Prosecution Service

Pay Range
Senior Legal Manager
(SLM1)

(SCS 1 Equivalent)
salary up to:

- £90,718 per annum – National
- £93,247 per annum – London

Existing Civil Servants will be appointed in line with the Civil Service pay rules. For level transfers, salary will remain the same.

Reports to
Chief Crown Prosecutor

Contract Type: This role is offered on a permanent basis or there is an opportunity for secondments from other Government departments or Private Practice.

About the role

As a Deputy Chief Crown Prosecutor (DCCP) you will provide legal leadership across the CPS Areas, proactively supporting your Chief Crown Prosecutor (CCP) and others in delivering justice to the community. You will be responsible for a discreet area of operational business within a specific geographical area or the wider CPS. You will report directly to a CCP playing a pivotal role in maximising effectiveness across an Area and the wider CPS on both the quality casework and resolving service issues.

You will also provide a significant contribution to the development and direction of the CPS strategy by supporting the CCP in setting local business priorities, and achieving performance in line with the Core Quality Standards. You will be responsible for improving and promoting the CPS' profile and fostering better understanding and greater public confidence in the work we do, alongside partners in the Criminal Justice System. Where appropriate, you will support the CCP in effectively engaging the local media in promoting the CPS.

The DCCP will lead and manage a team in accordance with the Area structure and will undertake all line management, performance and development reviews of these teams in line with the CPS policies and procedures.

As a DCCP you will promote CPS core values and the CPS equality and diversity agenda ensuring there are effective internal and external communications strategies in place. You will work collaboratively and collegiately across the Area to drive up and deliver improvements in both performance and efficiency within the Area and wider Criminal Justice System (CJS), establishing a robust and seamless service, whilst ensuring consistent and clear high-quality representation of CPS across the wide range of the Area's responsibilities and relationships, including local communities.

Responsibilities

One of the key advantages of being a DCCP is that you can be influential in making change. Whether it's with the public, whether it's with our stakeholders, such as the police, you can influence the way they approach investigations, you can influence the way they support victims.

Lionel Idan
Deputy Chief Crown Prosecutor
(West Midlands Region)



You will work in partnership with the CCP and senior management team, being accountable for, where agreed, delivering the highest quality legal guidance, casework advice and or decisions, advocacy and all aspects of prosecution service in line with the code for Crown Prosecutors and Core Quality Standards.

- You will be responsible for the effective day to day management and development of staff within the Area. By supporting the CCP, you will provide direction and guidance in all aspects of Area management, developing, leading and encouraging succession planning across the Area as part of wider workforce capacity planning.
- You will play an active role in shaping and overseeing the strategies and case conduct of the most serious and sensitive cases in the Area. The nature of your interventions will include advising on, agreeing and redirecting case management strategies for high risk cases in the Area.
- You will also demonstrate appropriate stature, credibility and disposition to deal with the respective heads of local CJS agencies on equal terms, and will actively support the CCP in identifying and shaping the local CJS law and order priorities.

- You will support the CCP in creating constructive and pro-active working relationships with the media and other key local opinion formers as part of the Area communications strategy. You will also be promoting the image, identity and profile of the CPS, proactively identifying, anticipating and exploiting opportunities when they arise.
- You will ensure that all prosecution teams across the Area maintain a victim and witness focus in line with the Victims Code, Prosecutors Pledge and No Witness No Justice.

Areas of Accountability

I'm able to do so many more things now than I was able to do in private practice. So, leadership roles, delivering training, undertaking training myself...

Joanna Coleman
Deputy Chief Crown Prosecutor
(Thames and Chiltern Area)



Initially working with a specific CCP and Area Business Manager, you will significantly contribute to the strategic Area business plan and priorities, ensuring agreed measures, interventions and actions for the successful achievement of performance targets in line with the Core Quality Standards are embedded. You will provide visible and pro-active leadership of staff, especially in driving forward and embedding change and performance improvement. You will support the CCP in ensuring that Area strategies for HR: communications, internal and external engagement (including employee engagement) and change delivery are adhered to across the Area.

You will be responsible for the effective day to day management and development of staff within the Area. Supporting the CCP, you will provide direction and guidance for all aspects of Area management, developing, leading and encouraging succession planning across the Area as part of wider workforce capacity planning.

You will actively work in partnership with the CCP and senior management team, being accountable for, where agreed, delivering the highest quality legal guidance, casework advice and or decisions, advocacy and all aspects of prosecution service in line with the code for Crown Prosecutors and Core Quality Standards.

When and where appropriate, you will accompany the CCP to Area Performance meetings with the Directors of Legal and Business Services to account for the performance of the Area.

You will play an active role in shaping and overseeing the strategies and case conduct of the most serious and sensitive cases in the Area. The nature of your interventions will include advising on, agreeing and redirecting case management strategies for high risk cases in the Area.

In all this, you will pro-actively support the CCP and ABM by leading implementation of change initiatives and CPS reforms, ensuring they are successfully embedded in the Area, and are compliant with all aspects of the core quality standards. You will set in place effective strategies for delivering a quality service for victims and witnesses. You will role model outstanding prosecution delivery.

You will support the Area Business Manager in ensuring that Area facilities and expertise are used to support the Area to maximise efficiencies.

You will deal with second tier complaints, conflict resolution and Parliamentary correspondence as requested to do so by the CCP.

Areas of Accountability

I consider myself completely committed to working for the CPS. I've been there 17 years. For me it's kind of almost a calling.

Joanna Coleman
Deputy Chief Crown Prosecutor
(Thames and Chiltern Area)



The DCCP will provide full support to the CCP in driving forward change and improvements across the Local Criminal Justice System. At the direction of the CCP, you will develop, manage and be responsible for the effective governance arrangements, in partnership with key local criminal justice agencies, to ensure there is an appropriate and effective mechanism in place for improving Area and CJS performance and efficiency. You will be accountable to the CCP for ensuring these agreed targets are met through the prescribed governance arrangements.

You will demonstrate appropriate stature, credibility and disposition to deal with the respective heads of local CJS agencies on equal terms. You will actively support the CCP in identifying and shaping the local CJS law and order priorities.

The DCCP will support the CCP in playing a pivotal role in raising the profile of the CPS across the Area, ensuring internal and external stakeholder engagement strategies and priorities are successfully delivered and the CPS is promoted locally and across the Area and local communities.

You will ensure that all prosecution teams across the Area maintain a victim and witness focus in line with the Victims Code, Prosecutors Pledge and No Witness No Justice.

You will support the CCP in creating constructive and pro-active working relationships with the media and other key local opinion formers as part of the Area communications strategy for promoting the image, identity and profile of the CPS, proactively identifying, anticipating and exploiting opportunities as and when they arise.

You will contribute to the design, development and delivery of local strategic plans, policies and priorities and participate actively in the implementation and evaluation of local CJS and CPS policies.

Across the Area, you will act collegiately and collaboratively to:

- Share good practice between the Area
- Identify opportunities to share learning and development across the Area;
- Address local performance;
- Improve Area performance through collaborative working;
- Realise benefits through working together as a collegiate team across the Area.

Person Specification

You have the job security,
you have job satisfaction,
you obviously have the access
to a civil service pension.
The package is a whole.
It gives you a security that
you simply wouldn't get in
private practice.

Zoe Gascoyne
Deputy Chief Crown Prosecutor
(Specialist Fraud Division)



As a successful candidate you will be an outstanding legal leader, with a genuine desire to ensure the CPS makes good legal decisions every time.

The successful candidate must be able to clearly demonstrate evidence of the following **essential** criteria:

- ✓ You are a qualified practising solicitor or barrister
- ✓ You can evidence your technical legal expertise, with depth and breadth of exposure and experience gained at the criminal bar or in private practice, from a defence and/or prosecutions perspective
- ✓ You have a track record of or aptitude for leadership of a large multi-disciplinary team and the requisite outstanding interpersonal, communication and influencing skills
- ✓ You are adept at stakeholder management, both internal and external, mindful of the needs of the community including of witnesses and victims
- ✓ You can act decisively and make robust, unbiased decisions in regard to both case and people management
- ✓ You display passion and enthusiasm for the work, helping to inspire colleagues and stakeholders to fully engage with the aims and long-term vision of the CPS

Assessment

If you're somebody who's passionate, passionate about the public, about society, and you also feel like you want to make a real impact socially, I think this role will give you an amazing opportunity to do so.

Lionel Idan
Deputy Chief Crown Prosecutor
(West Midlands Region)



The selection process will use the [Civil Service Success Profiles Framework](#) which assesses the candidate's behaviours, strengths and their potential. Please find below the following areas we will be testing (please note the DCCP role is at Level 5 'Deputy Director' or equivalent):

Behaviour

Technical

Experience

Strengths



Move your mouse pointer over the buttons and click for more information

Please click to view the assessment methods being used.

The recruitment process



Lionel Idan
Deputy Chief Crown Prosecutor
(West Midlands Region)

The recruitment process

Application

To apply for this post, please visit www.odgers.com/69935 or email applications to: 69935@odgers.com

This should be completed no later than 23:59 on 25th February 2019

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

What you need to send?

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 about your personal skills, qualities and experience. Provide evidence of your suitability for the role, with particular reference to the criteria in the person specification. Please note that the statement of suitability is an important part of your application and is as much the means by which you will be assessed as your CV. Applicants are required to specify up to 3 area preferences on their statement of suitability.
3. A link to a confidential **Diversity Monitoring Form** will be sent to you for completion after your application has been received. All monitoring data will be treated in the strictest confidence and will not affect your application in any way. The completion of the Diversity Monitoring Form is mandatory but includes the option 'prefer not to say'. If a form has not been completed, you will not be called for interview.
4. A completed Guaranteed Interview Scheme Form, if applying under this scheme. A copy can be found at www.odgers.com/69935

Failure to submit both your CV and Statement of Suitability will mean the panel will only have limited information on which to assess your application against the criteria in the person specification.

Please ensure that both documents contain your full name.

The information you provide when submitting your Diversity Monitoring Form will help us monitor our progress towards the Civil Service becoming the most inclusive employer by 2020.

See the [Civil Service Diversity and Inclusion Strategy](#) for more information.

All submissions sent to the above email address will receive an automated response. In the event that you do not receive a confirmation of receipt when submitting your application please contact us at response@odgersberndtson.com

If you are unable to apply online, please post applications to:

Legal & Professional Services Practice SDM/69935
Odgers Berndtson
20 Cannon Street
London, EC4M 6XD

Should you wish to have an informal discussion about the role, please contact Rhys Keating at Odgers Berndtson rhys.keating@odgersberndtson.com or 0207 529 3949.

The recruitment process

You can access our case management system and our email system at home from your kitchen table, just as well as you can in the office

Joanna Coleman
Deputy Chief Crown Prosecutor
(Thames and Chiltern Area)

Civil Service Commission's Recruitment Principles

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](#).

Overview of the Process

Odgers Berndtson will acknowledge your application and advise you of the outcome of the sift meeting.

Applications will be sifted to select those demonstrating the best fit with the post. The final shortlist candidates will undergo a series of assessments before sitting a final panel interview.

Closing Date

The deadline for applications is **23.59 on 25th February 2019**

Alternative formats

If you wish to receive a hard copy of the information, or in an alternative format e.g. Audio, Braille or large font then please contact: execrecruitment@cabinetoffice.gov.uk

Assessment

Full details of the assessment process and timescales will be made available to you if you are shortlisted.

Shortlisted candidates will be asked to undertake a legal case study exercise; and structured staff engagement exercise during which shortlisted candidates will be asked to deliver a presentation and subsequently facilitate a discussion with a selection of staff from the CPS. The exercise is normally observed by an Occupational Psychologist, and the experience is designed as an opportunity for candidates to demonstrate their ability to engage staff in a meaningful way. It also provides an opportunity for candidates to gain an insight into the culture and values of the hiring Area.

Before the final panel interview you will be offered an opportunity to have an informal conversation with one of our Senior Legal Leaders. You will be given further details about this after the second assessment. Please note this is not part of the formal assessment process.

The recruitment process

The CPS plays such an important role in society. They do the most important job in terms of law and order. Obviously alongside the police and other investigative agencies.

Zoe Gascoyne
Deputy Chief Crown Prosecutor
(Specialist Fraud Division)

Selection Process

The final panel interview will consist of:

- Gregor McGill, Director of Legal Services or Sue Hemming, Director of Legal Services (Chair)
- A nominated Chief Crown Prosecutor
- A nominated Area Business Manager

The location for the final selection panel is to be confirmed and you will be advised of the format in advance.

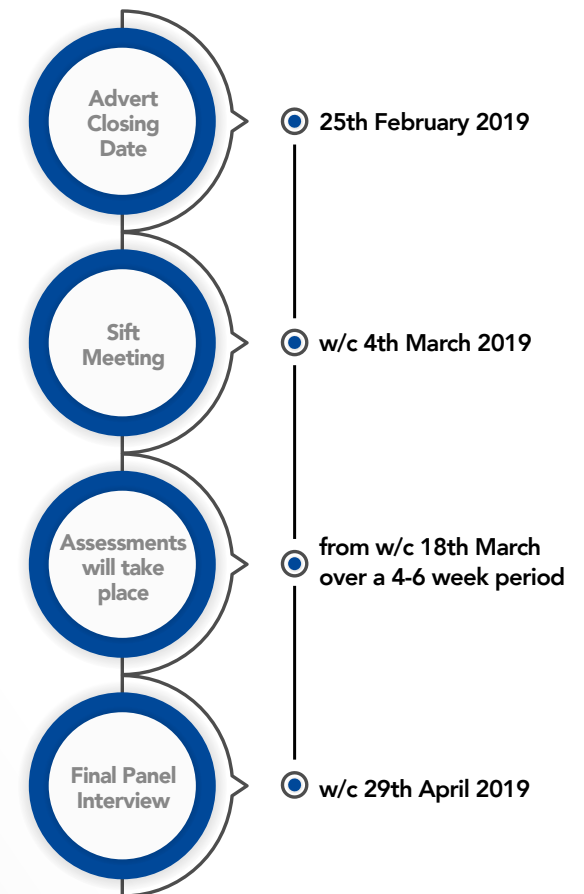
Reserve Lists

If the CPS receives applications from more suitable candidates than we have vacancies for at this time, we may hold suitable applicants on a reserve list for 12 months, and future vacancies in the Civil Service requiring the same skills and experience could be offered to candidates on the reserve list without a new competition.

Expected Timeline

We will try to 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 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:



Terms, conditions and benefits

Selection Process

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

Appointment Term

Permanent

Location

Various – Nationwide

Working Arrangements

This role is available for full-time, part-time or flexible working arrangements (including job share arrangements).

Equality Diversity and Inclusion

The Civil Service values and supports all its employees.

- For example, we have strong and pro-active staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone irrespective of background, to achieve their potential.

Pension

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

- We will provide you with a competitive contributory pension scheme that you can enter as soon as you join, and where we will make a significant contribution to the cost of your pension. Also, your contributions will come out of your salary before any tax is taken. In extreme cases such as illness or death before retirement, your pension will continue to provide valuable benefits for you and your family. 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 5 years' service. This is in addition to 8 public holidays.
- This will be complimented by one further day paid privilege entitlement to mark the Queen's Birthday.
- With competitive maternity, paternity and parental leave we also recognise the importance of a good work-life balance and offer flexible working and a family friendly approach to work.

Staff Wellbeing

- Flexible working including part-time or time-term working and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.
- Generous paid maternity and paternity leave.

- Childcare benefits (policy for new employees as of 5 April 2018): The government has introduced the Tax-Free Childcare (TFC) Scheme, so working parents can open an online childcare account and for every £8 they pay in, the government adds £2, up to a maximum of £2000 a year for each child or £4000 for a disabled child. Parents then use the funds to pay for registered childcare. Existing employees may be able to continue to claim childcare vouchers, so please check how the policy would work for you [here](#).

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.

Training and Development

- The Department offers engaging jobs in work that really matters. These jobs have a direct impact on the quality of public services.
- Our roles can offer great job satisfaction. There are many opportunities to develop and progress both within the Department and across the wider Civil Service.
- To create a more skilled and unified organisation, the Civil Service is developing 10 specialist areas of expertise.
- www.gov.uk/government/publications/functional-model-for-more-efficient-and-effective-government

Cross-government functions provide professional services and support to departments and supplement the 25 recognised professions within the Civil Service, who are there to support your own professional development.

www.gov.uk/government/organisations/civil-service/about/recruitment

- We are also committed to investing in our staff and we offer a range of work-based training and qualifications, coaching and mentoring opportunities and a guaranteed five days of learning a year.

Modernised Terms and Conditions

- Civil Servants taking up appointment on promotion will adopt the modernised Civil Service terms and conditions which came in to effect from 1 July 2013. Existing Civil Servants appointed on level transfer will retain their existing terms and conditions.

FAQs



Joanna Coleman
Deputy Chief Crown Prosecutor
(Thames and Chiltern Area)

FAQs

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

Yes. This role is open to suitably qualified people in the external market and to existing civil servants and those in accredited Non Departmental Bodies.

2. Is this role suitable for part-time working?

This role is available for full-time, part-time or flexible working arrangements (including job share partnerships) but you should discuss your needs with the hiring manager if you are invited to interview.

3. Will the role involve travel?

Some travel may be required for this role.

4. 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.

5. What nationality do I need to hold in order to apply?

To be eligible for employment to this role you must be a national from the following countries:

- The United Kingdom

- The Republic of Ireland
- The Commonwealth*
- A European Economic Area (EEA) Member State
- Switzerland
- Turkey

Certain family members of EEA, Switzerland and Turkish nationals are also eligible to apply regardless of their nationality.

(*Commonwealth citizens not yet in the UK, who have no right of abode in the UK and who do not have leave to enter the UK are ineligible to apply.)

For further information on whether you are eligible to apply, please visit [Gov.UK](https://www.gov.uk).

6. Are all CPS posts 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.

7. Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to SC level. More information about the vetting process can be found at the following link

<https://www.gov.uk/guidance/security-vetting-and-clearance>

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

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process. Reasonable adjustments could include: allowing extra time during selection tests, ensuring that information is provided in an accessible format or, by providing training.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact us in the first instance.

9. Do you offer a Guaranteed Interview 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 download and complete the relevant form at www.odgers.com/69935.

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

10. Will this role be overseen by the Civil Service Commission?

No. More detailed information can be found on the Civil Service Commission [website](https://www.civilservicecommission.gov.uk).

11. 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](https://www.civilservicecommission.gov.uk/recruitment-principles).

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, then please email HR.SeniorStaffing@cps.gov.uk in the first instance.

If you are not satisfied with the response received from the Department, you can contact the Civil Service Commission.

12. 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 James Wood at the Cabinet Office before submitting your application.

The Civil Service Commissioners and the Civil Service Code

Working for the CPS is far better than I could ever have imagined. From my point of view, having worked on both sides, coming over to the Crown Prosecution Service is something completely different. And it's only when you work for the Prosecution that you realise, actually, if you want to be the best lawyer that you can be, you need to have spent some time prosecuting.

Zoe Gascoyne
Deputy Chief Crown Prosecutor
(Specialist Fraud Division)



The Commissioners have two key functions:

The first is to maintain the principle of selection for appointment to the Civil Service on merit, on the basis of fair and open competition. For the most senior posts in the Civil Service, the Commissioners discharge their responsibilities directly by overseeing the recruitment process and chairing the final selection panel. For more information please see <http://civilservicecommission.independent.gov.uk/>

The second is to promote an understanding of the Civil Service Code which sets out the constitutional framework in which all civil servants work, the values they are expected to uphold, and to hear and determine appeals made under it. For more information please see www.civilservice.gov.uk The CPS adheres fully to the Civil Service Code and to the requirements and best practice suggested by the Civil Service Commissioners.

Diversity and Inclusion

I think for me the essence of the CPS is really the people. The people internally, developing people, helping them realise their potential, but also giving back to society and making it that little bit better a place to live.

Lionel Idan
Deputy Chief Crown Prosecutor
(West Midlands Region)

The Civil Service is committed to becoming the most inclusive employer in the UK.

We are committed to understanding, respecting and representing as broad a range of views and backgrounds as we have in the UK society. We know that diverse perspectives and experiences are critical to an effective, modern Civil Service.

Our vision is to ensure the Civil Service represents modern Britain and is a truly inclusive employer – an example to other employers. We will create an organisation where diversity is not only respected and valued, but celebrated.

What's in it for me?

We want to maximise the potential of everyone who chooses to work for us – regardless of background.

Our passion for diversity and equality means creating a work environment for all employees that is welcoming, respectful, engaging, and enriched with opportunities for personal and professional development.

What's next?

You've taken the first step and looked through this job pack to understand the skills and experience needed to perform this role. Now join us in achieving our ambitions and let us help you achieve yours. [Read more.](#)



Thank you for your interest in us. We are looking forward to hearing from you.

Should candidates wish to discuss the role further before submitting an application please contact Rhys Keating at rhys.keating@odgersberndtson.com or 0207 529 3949.

Thank you

