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Ministry
of Justice

HMPPS Director General - Probation Expression of Interest Ministry of Justice

SCS Pay Band 3

Closing Date: 23:55 Wed 3rd June 2026

About the Ministry of Justice

The Ministry of Justice is a major government department at the heart of the justice system. We deliver some of the most 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:

- Punishment that cuts crime: to rebuild confidence in the criminal justice system by protecting the public and reducing reoffending with a sustainable and effective prison and probation service.
- Swifter justice for victims: to rebuild confidence in the criminal justice system by ensuring timely, just outcomes for victims and defendants through a

modern and efficient criminal courts system.

- A beacon for justice and the rule of law: to uphold the rule of law at home and abroad; promote our world-leading legal services, which contribute to economic growth; and deliver accessible and timely civil, family and administrative justice.

For more information on who we are and what we do, please visit: <https://www.gov.uk/government/organizations/ministry-of-justice>

About the role

Job Title

**HMPPS Director General - Probation -
Expression of Interest**

Location

National.

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 PB3 range £130,000 – 174,000

As a Civil Servant you will be appointed in line with the [Civil Service rules for pay on appointment/promotion](#).

Contract Type

This role is being offered on a temporary basis as an **Expression of Interest - 9 months**

The Role

The Director General for Probation (DG Probation) is the senior operational authority responsible for leading, stabilising and transforming the Probation Service across England and Wales. The role provides end-to-end leadership for a service of c. 21,000 FTE staff, responsible for the supervision, assessment and

rehabilitation of offenders in the community and the effective management of risk.

This DG Probation role provides the Probation Service with the singular, dedicated leadership it requires at a time of unprecedented operational demand, national scrutiny and structural change. The Probation Service is simultaneously facing significant performance pressures, workforce challenges, rising caseload complexity, and must implement a major transformation programme in response to the Independent Sentencing review and forthcoming changes arising from the Sentencing Act. The DG Probation role brings together operational delivery and system transformation into one leadership post, ensuring the clear accountability for performance sits alongside the strategic redesign of how probation operates.

The postholder will ensure that the Probation Service maintains resilience and professional standards, while overseeing the transformation required to modernise risk assessment, digital systems, case management, workforce capability and the delivery of rehabilitative interventions. As a member of HMPPS Leadership Team, DG Probation plays a critical role in shaping organisational strategy, advising Ministers and senior officials, and ensuring Probation's needs are understood and appropriately prioritised across MoJ and HMPPS. As a member of HMPPS Leadership Team, this role is essential to shaping organisational strategy, advising Ministers and senior officials, and ensuring Probation's needs are understood and appropriately prioritised across MoJ and HMPPS.

Key Responsibilities

- Leading the safe and effective delivery of probation operations across 12 regions, ensuring high-quality supervision, risk assessment and public protection.
- Providing strategic direction to senior probation leadership, ensuring consistency of practice, performance and professional standards across c 21,000 FTE members of staff across England and Wales.
- Line management of SCS2 Directors across the Probation operation
- Driving workforce stabilisation and capability improvement, addressing recruitment, retention, training and leadership development challenges in a challenging labour market.
- Through leadership of the *Our Future Probation Service* Programme, overseeing the transformation of probation practice and systems. This includes digital reform, implementation of probation-related reforms in the Sentencing Act, redesign of assessment and case management processes, and improvements to unpaid work, rehabilitation requirements and court reporting.
- Collaborating with policy, to bring reforms into an overall strategy that will drive performance improvements across the probation service.
- Leading operational response to serious further offences, safeguarding failures and other high-risk incidents, ensuring appropriate learning, accountability and system response.
- Strengthening partnerships with police, courts, PCCs, health and local authorities to ensure coherent multi-agency risk management and offender rehabilitation pathways.
- Representing probation at HMPPS and MoJ strategic decision-making levels, ensuring service needs are reflected in policy, finance, digital, estates and workforce planning.
- Providing visible national leadership to a dispersed workforce, shaping culture, professional identity and operational discipline across the service

Person Specification

It is important through the recruitment process that you give evidence and examples of proven experience of each of the essential and desirable criteria.

Later on in the pack you will be told what is being assessed at which stage of the process.



Essential criteria:

To succeed in this role, you will require:

- Excellent senior leadership skills with the ability to set a compelling leadership vision and to inspire staff, whilst building engagement and capability to deliver results
- The proven ability to work effectively in a high-profile and fast-paced environment across organisational boundaries, managing complex stakeholder interests and political landscapes
- Extensive experience in an operational environment and a deep understanding of the probation context.
- Strong decision-making capability and ability to lead large, dispersed, operational services under pressure.
- Compelling experience of successfully leading large scale operational, cultural and people transformations
- Demonstrable experience as a credible operational leader to a frontline service as well as to senior government officials and Ministers.
- Skills in partnership working across justice, policing, health and local government, with the ability to collaborate and maintain effective relationships with the most senior internal and external stakeholders

- A deep understanding of operational risk, security, assurance, financial and workforce management.

The Recruitment Process

Application

To apply for this post, you will need to complete the online application process no later than **23:55 Wed 3rd June 2026**

The application must include:

- **A CV** setting out your career history, highlighting specific responsibilities and achievements that are relevant to this role and relevant achievements in recent posts.
- **A Personal Statement** (no more than **750** words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the

essential criteria in the 'person specification' section.

After the Application Stage

You will be advised whether your application has been shortlisted for the next stage of the selection process. If you are shortlisted, we will contact you to arrange the next stage of the selection process.

Panel Interview and Presentation

You will be invited to attend an interview

with the selection panel and a **5 minute presentation** will be required. Details will be provided in advance.

After the Panel Interview

Following the interview, the performance of all candidates will be reviewed, and the successful candidate identified. All candidates will be notified of the outcome as soon as possible after the conclusion of all interviews.

FAQs

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

No. This role is only suitable for 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 SCS Recruitment Team

scsrecruitment@justice.gov.uk.

Where will the role be based?

The base location of this post is flexible and can be based at any of our MoJ buildings across England and Wales. The MoJ is working to open more Justice Collaboration Centres and Justice Satellite Offices over time. Click [here](#) to learn more about where our currently open Justice Collaboration Centres

and Justice Satellite Offices are, to identify where you may be based. Relocation costs will not be reimbursed.

Will this role require travel?

This role will also require some travel however the majority of the role can be undertaken from the base location.

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

Unfortunately, we will not be able to reimburse you, except in exceptional circumstances.

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 [here](#).

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

If you believe that you may have a conflict of interest you must declare it by contacting SCS

Recruitment on scsrecruitment@justice.gov.uk before submitting your application.



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 Wed 3 rd June 2026
Interviews	From W/C Mon 8 th June 2026

Contact us

Should candidates have any questions before submitting an application, please contact **SCS Recruitment** on scsrecruitment@justice.gov.uk.

