



Director of Communications & Engagement

SCS Pay Band 2 - Closing Date: Monday 20th July 2026 at 23:55h



Home Office



Welcome Message from Gareth Davies, Permanent Secretary at the Home Office

This is a pivotal leadership role at the centre of Government. As our most senior communications adviser, you will help shape how the department informs, engages and reassures the public, supporting ministers with clear, confident counsel and ensuring communications play a decisive role in policy delivery and reputation management.

This is an exciting time to join the Home Office and Government Communications.

Government Communications is evolving rapidly: moving from reactive, press-first activity towards integrated, insight driven campaigns that put citizens at the heart of how we plan, create and measure impact. You will champion this transformation bringing creativity, audience understanding, and modern digital practice, including responsible use of AI into everything we do. You will also lead crisis communications when events demand steadiness, judgement and pace.

The Home Office recently launched 'Future Home Office' - a significant, departmental-wide transformation programme. It will deliver a department fit for the future and one which is recognised across Whitehall for excellence in delivery, performance, efficiency and agility; enabling us to develop, attract and retain the brightest and best talent; and deliver first class services at pace for the Home Secretary and public. As a member of the senior leadership team, you will play a critical role in delivering this change, as well as helping to craft and deliver our communication of the programme and its benefits.

This role requires an inclusive and strategic leader who can inspire a multi-disciplinary team of around 120 professionals and build strong partnerships across No.10, the Cabinet Office and the wider Government Communication profession.

Our Home Office values compassionate, respectful, courageous and collaborative underpin how we lead and how we serve, and we are looking for someone who embodies these qualities in both style and substance.

If you bring strategic clarity, creative energy and a commitment to public service, we would be delighted to receive your application. I look forward to the possibility of welcoming you to the department.



Gareth Davies,
Permanent Secretary,
Home Office



Welcome Message from David Dinsmore, Permanent Secretary, Director for Government Communications, Cabinet Office

We are witnessing a revolution in how the world communicates. The old models are breaking down, and new and exciting platforms and ways of engaging our audiences are emerging. This gives the Government an unprecedented opportunity: to go direct and engage citizens where they are, with the information they want, in the way they want to receive it.

To succeed in this environment, we cannot simply rely on the communication habits of the past. We must build a machine that connects with audiences directly, moving at the speed of the platforms and utilising authentic platform-native formats. We need to tell clear, human stories that cut through the noise.

You will lead the charge in creating engaging content at scale, understanding that we must build a brand of Government that goes beyond logos to embody the values and expectations of the public. **The goal is to ensure that when the Government speaks, we are not just broadcasting but engaging in a way that builds trust and helps us paint the picture of a Britain of which we can all be proud.**

This role requires a sophisticated understanding of audience segmentation, platform optimisation, distribution and content creation. You will equip your Ministers to use their voices confidently in this era of personal, portable channels, ensuring they are well-advised and supported to navigate this dynamic environment.

We are looking for a pioneer ready to embrace this communication revolution. We need a strategist who understands that while technology changes almost daily, the need for connection remains constant. If you are ready to help us build a modern communications system that restores pride and belief in our institutions, and if you have the bravery to lead this transformation, I urge you to apply.



**David Dinsmore,
Permanent Secretary,
Director for Government
Communications, Cabinet
Office**

To hear more about the role from David please [click here](#).

To hear about Modernising Government Communications [click here](#).



Government Communications

We're designing a step change in how government communicates with the public - the single biggest transformation of Gov Comms in a generation - and we're looking for a Director of Comms and Engagement who sees this as an exciting and creative challenge.

Government Communications is the professional body for communicators across the UK Government. With communicators working across ministerial departments, agencies and arm's-length bodies, we are one of the largest and most influential communications organisations.

Our mission is to deliver exceptional communications that make a difference—informing citizens, changing behaviours, and building trust in government. The media landscape has fundamentally changed: citizens consume information differently and trust in institutions is harder to earn and easier to lose.

We work across every major policy area, from health and education to defence, policing and the economy, reaching millions of people every day through innovative campaigns, digital content, media engagement and stakeholder communications.

Modernising Government Communications

This is not only about modernising our profession so that we are set up for success in today's fragmented media landscape - it's also about changing the wider ecosystem we operate in, recognising the constraints and conflicting demands that comms teams work under at the moment.

Government Communications is meeting this challenge by shifting from reactive, press-first communications to integrated, always-on campaigns that reach citizens where they actually are. We're putting audience insight and data at the heart of everything we do. And we're creating a profession that attracts and develops the very best talent.





A day in the life of a Director of Communications at the Home Office

- No two days as Director of Communications at the Home Office are the same.
- At the heart of the department's mission to keep the UK's streets safe and borders secure, communications plays a critical role in shaping how policies are understood, delivered and experienced. You will set the direction and pace across a large, multi-disciplinary team, ensuring communications advice is central to decision-making at every level.
- Your day will often begin with a morning briefing from media colleagues and the Head of News, covering the key issues of the day. Given the scale and complexity of the department's work, responding to breaking and emerging issues is a constant.
- Whether advising ministers on a sensitive announcement, briefing the Home Secretary ahead of a critical moment, or preparing the department for unexpected events, you will be at the centre of fast-paced, high-stakes conversations, bringing clarity, judgement and authority.
- You will work closely with the most senior leaders in the department – including the Chief Operating Officer, Permanent Secretaries and senior policy officials – offering expert advice on priority and emerging issues. You will shape how decisions are communicated, how risks are managed, and how the department's reputation is protected.
- Throughout the day, attention shifts between strategic leadership and immediate priorities. You might be shaping the department's communications strategy one moment, and responding to a live issue the next, communicating to both internal and external audiences. The role requires sound judgement and the ability to balance long-term planning with rapid, confident decision-making.
- You will play an active leadership role across Government Communications, working with No.10, the Cabinet Office and fellow Directors of Communications to shape and deliver joined up, audience focused campaigns across the centre of government.





The leadership, scale and impact of the role

- Leadership is central to the role. The Communications Directorate brings together a wide range of expertise – from media and digital to insight and external affairs – and the Director is responsible for creating a clear sense of purpose, aligning priorities and supporting teams to deliver at their best.
- Communicating to our 50,000-strong workforce across a diverse range of locations, functions and grades will require expert leadership and strategic advice to senior stakeholders, to increase staff pride and awareness and understanding of the Home Office’s strategic and corporate priorities. You will mobilise senior leadership to speak to shared priorities and with one voice to engage our workforce and increase active contribution to our ambitious transformation agenda.
- It is a highly visible role, with daily engagement across the directorate, senior stakeholders in the Home Office and across government. You will also represent the department with No.10 and Cabinet Office, working collaboratively with other Directors of Communications to deliver shared priorities.
- Alongside this, there is a strong focus on continuous improvement – driving new processes, strengthening governance and ensuring the function is equipped to meet evolving challenges, as it delivers an outstanding service to the Home Secretary, their Ministerial team and the wider department.
- Central to the role is its impact. The Home Office works on some of the most complex and high-profile issues in government. As Director of Communications, you are not just shaping messages – you are helping to shape outcomes, change behaviour and build public understanding on issues that matter nationally and profoundly affect people's lives.
- It is a demanding role, but one that offers a rare combination of pace, influence and purpose at the centre of government.





Job Description 1 of 3

Why this role matters

This is not a traditional communications role in the Civil Service. This is an opportunity to lead a fundamental transformation in how the Government informs and connects with citizens in an era of rapid technological change, evolving media consumption, and the critical challenge of building public trust.

And it is an exciting time to join the Home Office. We are undertaking a major transformation of the department under the Future Home Office programme, driving a significant improvement in delivery and performance, increasing our agility to respond to emerging challenges, and creating an organisation that all staff are motivated and proud to work for. As an advisor to the Home Secretary and Permanent Secretary, who play a pivotal role in shaping and guiding this work, you will play a critical senior role in not only helping to communicate this transformation and its importance to staff and colleagues, but also in driving improvements through your own communications team. As the most senior communications advisor in the Home Office and a member of the cross-government communications leadership group, you will build on the department's formidable existing communications capability by actively leading and embracing further change and innovation, guided by a strong entrepreneurial mindset.

This is a pivotal role. You will operate at the heart of Government decision-making, shaping how policies and priorities are communicated to the public. Your work will directly influence the impact of Government policy, democratic engagement and the perception of Government, both domestically and internationally.

Audience-focused and insight-driven, you will bring consumer marketing and storytelling expertise to public service communication. You will boldly champion modern communications – putting the Home Office at the forefront of a cultural shift across Government communications from reactive, press-first communications to integrated always-on campaigns, embracing digital innovation, leveraging responsible AI and boldly putting citizens at the heart of our planning and delivery.

You will be part of a senior peer network of Government Communications leaders, collectively responsible for a Civil Service profession of communicators across departments, agencies and arm's-length bodies.

Key accountabilities

As the most senior comms leader in the Home Office, you will:

- Provide decisive, expert counsel to the Home Secretary, ministers and Permanent Secretary on the communication of Home Office priorities and reputation management and work proactively with departmental senior leaders as their top comms advisor.
- Shape the senior leadership of Government Communications across the profession - visibly co-leading the Modernising Govt Comms strategy, driving collaboration and building a truly mission-led profession.
- You will partner with policy colleagues to integrate communications thinking into the policy-making process, using insight, data, evaluation, and behavioural science to strengthen policy outcomes and public engagement.
- Develop compelling narratives that connect Government priorities to real-world citizen stories, building partnerships with content creators, community partners, influencers and leaders across the system.
- Design and deliver creative high-impact behaviour change campaigns that align with the government's narrative and drive strategic outcomes, directly enabling policy priorities and measurably improving public trust.
- Lead crisis communications, with accountability for comms strategies through departmental or national crisis, protecting and rebuilding public trust and departmental reputation.
- Forge strong relationships with No.10, Cabinet Office and all Government departments ensuring joined-up delivery of both the Prime Minister's and the department's priorities.
- Drive the digital transformation of communications delivery and champion deep audience insight - harnessing data, social listening and AI tools, bringing the voice of the citizen back to government to ensure communications is embedded at the start of policymaking.
- Lead and develop a high performing, multi-disciplinary communications directorate, with accountability for ensuring your team has the highest professional standards and capabilities, and championing an inclusive, future-focused culture.



Job Description (Person Specification) 2 of 3

The person we're looking for:

- Government Directors of Comms come from a diverse range of backgrounds and experience, including digital and advertising agencies, journalism, television production, marketing, PR, as well as Corporate Public Affairs and not for profit and private sectors. We are less prescriptive about background and are more interested in the skills and behaviours you can bring, with focus on expertise and leadership.
- What matters most is your ability to think strategically, lead transformation, champion innovation whilst navigating complexity, and deliver measurable impact through audience-first communications.
- Accomplished storyteller – articulate, intelligent, pragmatic and creative. Creating stories and narratives that speak to audiences. Knowing when and how to communicate to influence stakeholders, drive behaviour change and deliver impact.
- Influencer and shaper – Politically savvy, emotionally intelligent and tuned in to the needs of different stakeholder groups. Experience advising and influencing at the most senior levels (Board, Ministerial or equivalent).
- Strategic thinker – grasps the organisational mission and central priorities, building insight-informed strategies and plans. Results and impact focused, while alive to reputational risks and the need to be adaptable to changes around you.
- Audience advocate – in a rapidly evolving media landscape, recognises the importance of audience and how to harness the most effective digital platforms, traditional media, relationships and networks to build engagement and/or behaviour change.
- Team leader – collaborative, inclusive style. An inspiring leader who builds and develops multidisciplinary teams, fostering an environment of creativity, growth and high performance.
- System leader – Commitment to collective impact across Government, not just departmental outcomes. Brings collaboration, compromise, pace and courage to cross-government working. Models behaviours that signal to teams that system-wide transformation is the future of the profession.





Job Description 3 of 3

Essential Criteria

You will be an exceptional senior communications leader with a strong track record of delivery for large, complex organisations. You will be able to demonstrate your capability and potential against the following essential criteria:

- Marketing and storytelling mindset with demonstrable experience of audience-led, insight-driven campaigns. You understand segmentation, targeting and positioning. You have proven success developing multi-channel campaigns and creative content strategies with clear evaluation metrics and measurable impact—including large-scale behaviour-change or trust-building campaigns.
- Senior advisory and influencing skills - excellent interpersonal and influencing skills as a trusted adviser with diverse stakeholders internally and externally, including at Board, C-suite and ministerial (or equivalent) level. You have experience advising and influencing at the most senior levels with political acumen and emotional intelligence.
- Demonstrable experience leading digital transformation in communications, with deep understanding of how to harness the most effective digital platforms and traditional media.
- Proven crisis management and transformation leadership - experience leading communications transformation with excellent judgement to manage crises, reputational risk and politically sensitive issues. An awareness of public sentiment and proven experience using this information to inform decision-making.
- Exceptional leadership of multi-disciplinary teams - a resilient leader with experience leading transformation, building capability and fostering a creative and impact-focused team.





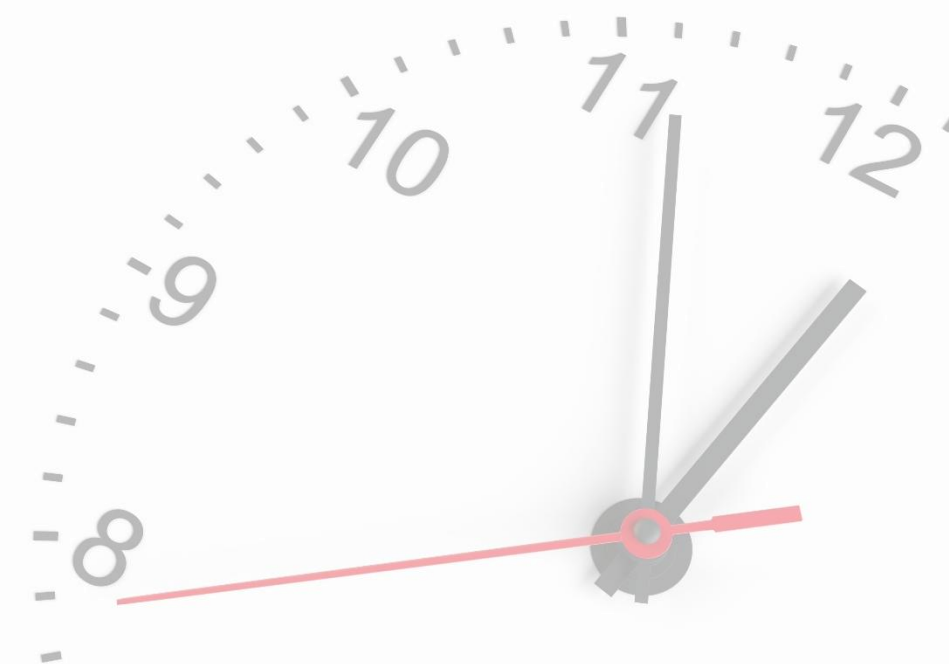
Expected Timeline & Panel

 Advert closing date	Monday 20 July 2026 at 23:55h
 Longlist	23rd July 2026
 Shortlist	W/C 10 Aug 2026
 Assessments	W/C 17 & 24 Aug 2026
 Panel interviews	W/C 31 Aug 2026

Please note that these dates are indicative and subject to change.

We will aim to provide as much flexibility as possible, however it may not be feasible to offer alternative dates for assessments or interviews. Candidates are therefore expected to remain flexible throughout the recruitment process.

You will be advised of the format of the final selection panel interview in advance.



Neil Wooding CBE, SCS Commissioner

- Neil has spent his career working as a public servant in senior leadership roles across central, regional and local government as well as the NHS and the third sector.
- His last role was as the Executive Director of Workforce Reform within the Cabinet Office. Prior to this, he was the Chief People Officer at the Ministry of Justice, responsible for prison, probation and court services across England and Wales.
- Neil is an executive graduate of the JFK School of Government at Harvard University specialising in public service leadership. He holds a doctorate in human behaviour and organisational change, an MA in Public Policy and an MSc in Criminology.
- Throughout his career his primary research interests have been in the field of social justice and equality.



Tara Smith, DG - Chief Operating Officer, Home Office

- Tara Smith is the Chief Operating Officer at the Home Office. Prior to joining the Home Office Tara served as Chief Operating Officer at the Department for Business and Trade from May 2023 until 27 April 2026.
- Tara has also worked as the Director of People and Resources at the Food Standards Agency and as the Strategic Finance Director at the Department for Work and Pensions.
- She is a chartered accountant and started her career with PwC. She worked in Ireland, Canada and the UK for more than 10 years before joining the civil service in 2006.



David Dinsmore, Permanent Secretary, Director for Government Communications Cabinet Office

- David was appointed Permanent Secretary Director of Government Communications in 2025.
- He is responsible for modernising Government communications, leading the cross-government transformation programme, and providing strategic direction for Directors of Communication and the 6000-strong profession across ministerial departments and arm's-length bodies.
- Prior to joining the Civil Service, David had an extensive career in media and communications leadership, including serving as Chief Operating Officer at News UK and Chief Executive of The Sun newspaper, where he led significant digital transformation initiatives.





Recruitment Process 1 of 2

Online Application

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Home Office on this appointment. Candidates should apply for this role through Saxton Bampfylde’s website at roles.saxbam.com using code OHFD no later than **23:55hrs on Monday 20th July 2026**.

Click on the ‘apply’ button and follow the instructions to upload the following:



A CV – (max 2 pages) setting out your career history, highlighting specific responsibilities and achievements that are relevant for this role. Please provide reasons for any gaps within the last two years.



A Statement of Suitability – (1250 words) providing examples of how your experience meets the essential criteria. This is your opportunity to give examples and show how your skills and experience fit the job requirements.

When writing a supporting statement, it is important that you:

- Read the job specification so you are clear about the job requirements. Structure your personal statement to reflect the essential criteria listed in the advert.
- Make sure you provide evidence against each of the listed criteria - i.e. ‘experienced in leading high performing and diverse teams and promoting inclusivity.’ When have you led a team, how large, what did you do to promote inclusivity, how did you handle diversity?
- Ensure any evidence you provide demonstrates the impact of your actions in that situation, provide statistical evidence where relevant.

For more information on how to write a personal statement, click [here](#).

Guidance on the use of AI

Please review the guidance [Artificial intelligence and recruitment](#) to understand the acceptable use of AI for your application. We may reject applications where AI is used inappropriately at any stage of the process.



Important information about the application process

- **Saxton Bampfylde** have been appointed to administer the campaign on behalf of the Home Office.
- Once submitted, applications cannot be amended, so please ensure you are content with your submission before applying.
- Candidates will be notified of the outcome of the sift by Saxton Bampfylde. Those who are shortlisted will receive full details of the next stages of the process and may also be invited to meet with a Minister.
- Interviews and any Ministerial meetings will take place in central London.
- Expenses incurred during the recruitment process will not normally be reimbursed. In exceptional circumstances, this may be considered where agreed in advance with the SCS Recruitment Team.
- Feedback will be provided to candidates who attend interview.



Recruitment Process 2 of 2

Shortlist:

The panel will assess all applications to select those demonstrating the best fit with the roles by considering the evidence you have provided against the essential criteria set out in the 'Person Specification' section. Failure to address any or all of these may affect your application.

Saxton Bampfyld will contact the candidates to advise them of the sift outcome. Full details of the assessment and selection process will be made available to the shortlisted candidates.

Assessments:

Shortlisted candidates will complete:

1. [Individual Leadership Assessments](#)
2. [Staff Engagement Exercise](#)

These assessments inform the panel's decision making and identify areas for further exploration at interview.

Further information on each assessment, including what to expect and how to prepare, is available via the links provided.



Interview:

Shortlisted candidates will be invited to a panel interview in London. The panel will be chaired by a Civil Service Commissioner. You may also be asked to deliver a short presentation or scenario-based exercise. Full details will be provided in advance.

Candidates may also be invited to meet a Home Office Minister. This does not form part of the formal assessment.

We will notify candidates of outcomes as soon as possible. Feedback is only provided if the shortlisted candidate has attended an interview.

Shortlisted candidates will be subject to background checks, including social media screening as part of the assessment process.

Diversity Monitoring Equal Opportunities Monitoring

As part of the online application process, you will be asked to provide diversity and equal opportunities information. This data is collected to assess whether equality of opportunity is being achieved. Providing this information is voluntary, and if you do not wish to declare any characteristics, you may select 'prefer not to say'. All information is anonymised and is not used in selection decisions.

Redeployment Interview Scheme

Civil Service employees at risk of redundancy who meet the minimum criteria will progress to the next stage of selection.

Guaranteed Interview Scheme for Disabled Persons

The Home Office is an accredited user of the Government's "Disability Confident" disability symbol, which denotes organisations that have a positive attitude towards disabled applicants. Applicants who meet the minimum (i.e. essential) criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to apply for consideration under this scheme, please complete the relevant fields on diversity monitoring form when completing your application. It is not necessary to state the nature of your disability.

Great Place to Work for Veterans scheme

A Great Place to Work for Veterans is aimed at encouraging veterans from the armed services into public sector roles. Applicants who meet the minimum (i.e. essential) criteria in the job specification will progress to the next stage of selection. Selection will be on merit. If you wish to apply for consideration under this scheme, please select this on your application.

Any veteran who opts into the scheme and meets the minimum criteria required for a role will be guaranteed to move to the next stage of selection. For more information and eligibility requirements around the Veterans scheme please visit [here](#)



Terms and Conditions

Appointment Term: This post is offered as a permanent appointment (it is expected you would complete 3 years minimum in line with Civil Service SCS assignment lengths).

Working Hours: 37 hours per week, excluding lunch breaks.

Location: London

Working Arrangements: This role is available on a full-time basis; we will also consider some flexible working options, including pre-arranged job-share. If applying as job share partners, please review the guidance [here](#).

Where business needs allow, some roles may be suitable for a combination of office and home-based working. This is a non-contractual arrangement where all SCS employees will be expected to spend more than 60% of their working time in an office and across sites where their teams are based, subject to local estates capacity.

Remuneration: The post is set within the **SCS Pay Band 2** salary range.

Circa £150,000, dependent on your qualifications, knowledge, and the relevant experience you are able to offer. No allowances will be payable. The role includes a Civil Service Pension with an average employer contribution of 28.97%.

Please note: Standard Cabinet Office rules on pay will apply to civil servants appointed on level transfer or promotion. Their salary will increase to the minimum of the SCS PB2 range or by a promotion award of up to 10% more than their current basic salary excluding all allowances (whichever is the greater). Individuals appointed on level transfer will retain their existing basic salary excluding all allowances.

You may be eligible for a non-consolidated annual bonus payment, subject to successful performance, in line with the Home Office Senior Civil Service pay arrangements. These are set annually within the guidelines laid down by the Cabinet Office.

Security clearance: The successful candidate must be cleared to **Security Check (SC)** level before they are able to start, and willing to obtain **Developed Vetting (DV) Clearance** once in post. For further information, see [here](#).

Nationality: This is a non-reserved post and therefore open to those nationals who qualify under the Civil Service Nationality Rules – For more information see [here](#).

You will be required to confirm your eligibility for this post and asked to produce the evidence stated do so should you be invited to the final panel interview.

Annual leave: Candidates from outside the Civil Service will be entitled to 25 days paid as standard, plus public holidays.

Existing civil servants appointed on level transfer will retain current contractual entitlements in relation to annual leave and privilege leave.

If you are an existing civil servant appointed on promotion, you will be appointed on modernised terms and conditions

The information offered in this document is supplied in good faith but does not in itself form any part of the contract of employment.



Additional Information

Conflict of interest:

If you, your spouse or partner have any business interests or potential conflicts with the activities of the Home Office, you will be asked to declare these at a later stage. This includes any indirect interests or associations through wider family members or partnerships.

Pre-appointment checks:

The responsibilities of the Department mean that we set very high standards for our staff. Honesty and integrity are essential and form part of the core values of the Civil Service. We will always carefully check the suitability of new employees for employment at the Home Office and are not tolerant of dishonest behaviour. We do not condone criminal activity in any way.

However, within these constraints, we recognise the contribution that ex-offenders can make to a workforce. Our aim is to ensure that potentially suitable candidates for employment are not automatically ruled out from employment with the Home Office. As such, having a criminal record will not automatically bar an individual from working with us.

Civil Service Code:

The Civil Service Code sets out the constitutional framework within which all civil servants work and the values they are expected to uphold. A copy of the Code can be found [here](#).

Data Protection:

The Home Office takes its obligations under the Data Protection Act seriously. Any data about you will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may also be used for the purposes of monitoring the effectiveness of the recruitment process, but in these circumstances will be kept anonymous. The Diversity Monitoring Form is used for monitoring the selection process only. If you do not wish to have these details recorded, please select 'prefer not to say'.

Reserve List:

If we receive more applications from suitable candidates than we have vacancies at this time, we may hold suitable applicants on a reserve list for 12 months, and future vacancies requiring the same skills and experience could be offered to candidates on the reserve list without a new competition. We will contact you to confirm if your application is to be held on a reserve list.

Positive Action Statement

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 Diversity and Inclusion Strategy](#).

For further information on SCS careers: - see [here](#).





The Civil Service Commission

Recruitment Principles and Complaints

The Home Office's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition, as outlined in the Civil Service Commission's Recruitment Principles, which can be found [here](#).

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint you should contact SCSRecruitment@homeoffice.gov.uk in the first instance. If you are not satisfied with the response you receive from the Home Office you can contact the Civil Service Commission.

The Commission publishes a guide that outlines its approach to handling a complaint under the Recruitment Principles. This can be accessed [here](#). We would recommend you read this guidance before submitting a complaint.

The Civil Service Commission

The Civil Service Commission is independent of Government and of the Civil Service. The Commission is an executive Non-Departmental Public Body sponsored by the Cabinet Office.

The Civil Service Commission regulates recruitment into the Civil Service and is the final appeal body for complaints under the Civil Service Code. The Commission also provides independent advice on applications under the government's Business Appointment Rules for Senior Civil Servants and Special Advisers.

Senior Recruitment

As mandated by the Recruitment Principles, Civil Service Commissioners personally chair recruitment competitions for the majority of SCS pay band 2 roles (Director or equivalent) advertised externally. Commissioners also chair all roles at SCS pay band 3 (Director General or equivalent) and SCS pay band 4 (Permanent Secretary or equivalent), under the terms of the [Senior Appointments Protocol](#), irrespective of whether the competition is advertised publicly or across the Civil Service only. SCS pay band 4 campaigns are typically chaired by the First Civil Service Commissioner. At the request of departments, or at our decision, Commissioners may also chair some competitions at SCS pay band 1, for example in cases of particular ministerial interest.

Complaints should be sent in writing to:

Civil Service Commission,
Room G8,
1 Horse Guards Road,
London,
SW1A 2HQ.

The logo for the Civil Service Commission, featuring the words "Civil Service" stacked above "Commission" in a dark teal, sans-serif font. The text is flanked by two vertical teal bars of equal height.



Home Office

Contact us

Please direct any questions regarding the
role or the recruitment process to

Maria.Dodson@saxbam.com