

Careers at Durham Constabulary within the Business Innovation and Development (BID) Command



Altogether Better Policing

Be part of a dynamic and talented team that makes a difference within an “outstanding force” and serving the people in our community.

Software Development

We are an innovative force that has a dedicated in house Software Development team. We are always on the lookout for talented individuals that are passionate about making a difference to the community in which we live. We facilitate and enable the officers and staff of the force to deliver outstanding service from the software we develop.

In the most recent HMICFRS Peel inspection we were given the following accolades:

- A professional and forward thinking IT department which seeks to develop products and services that meet identified needs.
- Invest-to-save initiatives are encouraged as part of continuous improvement.

Why not be part of that multi-talented ICT department and become a part of our journey.

How to be part of our family

Are you looking for a new challenge in your career that makes a difference then don't hesitate, email your CV to ictrecruitment@durham.pnn.police.uk stating the type of role you are interested in and why along with your salary expectations.

Do you have spare time on your hands and looking to give something back? Why not volunteer for us. We are always looking for individuals with the right skills. Send us your CV stating what you could offer to assist the development team.

What are we looking for

We are looking for software developers, architects and business intelligence experts to join our core development team to play a key role as we continue to expand our services to assist Policing through innovative and ground breaking technology solutions.

As a member of our software development team you will become entrenched in the full project lifecycle and play an integral role in the development of line of business applications as well as bespoke, mission critical software solutions.

You'll need to tackle some of the most interesting and demanding engineering problems of modern software development as you design and build highly resilient systems that can efficiently handle high volumes of data.

As the ideal candidate you'll be an enthusiastic (fresh graduate or experienced) developer who is comfortable with or interested in working in an agile environment. You'll be encouraged to be forthcoming with ideas, work collaboratively as part of a flat structure and take ownership of your own projects with some face-to-face contact with business stakeholders.

From a technical perspective you will be a confident C# developer with a good knowledge of object orientated principles who's keen to write well structured, testable and maintainable high quality code using SOLID principles in TDD environment. If you are enthusiastic, committed, self-motivated and lead by example this could be the perfect opportunity for you.

Durham Constabulary welcome interest from everyone, but as women are currently under-represented we would encourage interest from those.

Skills we ideally look for

- Agile experience and understanding of TDD
- Continuous Integration CI and continuous delivery/deployment CD
- Cross platform development experience
- Domain Driven Design DDD
- Entity Framework
- Frontend framework (e.g. Angular, Aurelia)
- Micro services
- Microsoft Dynamics Custom Development
- .NET Core
- NoSql
- Power BI
- Relational Databases (Microsoft SQL Server or similar)
- SOLID principles
- SQL
- SQL Server Analysis Services SSAS
- SQL Server Integration Services SSIS
- SQL Server Reporting Services SSRS
- Source Control (TFS, GIT)
- Strong C# .Net MVC development skills
- Strong knowledge of web technologies including HTML, CSS and JavaScript
- Web API

Working for us

- Modern methods of working include remote working, job sharing, flexible start and finish times or compressed hours allowing a supportive approach to work/life balance.
- Training and development opportunities.
- Minimum of 26 days annual leave rising to 31 days after five years continuous service.
- A generous pension scheme (career average) with death in service benefit.
- Durham Constabulary Headquarters is situated to the north of the historic city of Durham with views overlooking the Cathedral. We are within a short distance of the A1, A690 and A167 for ease of access when commuting. We are approximately a 20 minute walk from Durham Railway Station. You can also use Park and Ride to get to County Hall. This service and many local bus services stop within walking distance.
- Available at HQ we can offer secure parking on site at competitive rate compared to normal city centre parking charges. There is an onsite café serving fresh food daily and employee kitchen facilities.
- Durham Constabulary is committed to creating a healthy working environment which supports the physical, psychological, emotional, social, environmental, financial, ethical and spiritual wellbeing of its staff. This includes various initiatives, events, rewards and active management.