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Software Development Engineer In Test - Automation Test Engineer (£42,848 - £57,400)

Driver and Vehicle Licensing Agency

Apply before 11:55 pm on Sunday 2nd February 2025



Reference number

385459

Salary

£42,848

Plus an additional allowance up to £14,552

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

Contract type

Permanent

Business area

DVLA - Information Technology Services

Type of role

Analytical

Digital

Information Technology

Working pattern

Flexible working, Full-time, Job share, Part-time

Number of jobs available

1

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Location

Swansea

About the job

Job summary

Are you experienced in building test automation for both web-based user interfaces and APIs?

Is your attention to detail thorough?

Are you passionate about Software Development Engineer in Test (SDET) principles with a good comprehension of Automation Testing?

If so, we would love to hear from you!

This is a fantastic opportunity as you will be building automation for our brand new or newly transformed services, working as a core member of one of our delivery squads as the software is being developed. You will have a critical role in making sure the software is tested and testable.

Join the DVLA as an SDET - Automation Test Engineer and you'll help build world class digital services that pave the way for future business transformation.

Job description

At the Driver and Vehicle Licensing Agency (DVLA), we take testing very seriously and we automate as much as we can. Our SDETs are building best-in-class test automation software so that we can build products quickly and safely. You will be a critical part of a squad following a behaviour-driven design approach (ATDD). You will love to code and to test in equal measure and challenge us to increase the scope of our Continuous Testing.

We use Cucumber with Ruby for most of our testing. Our systems under test are usually Dockerised or Serverless applications.

In this dynamic role you will be part of an engineering team accountable for continually driving all aspects of quality improvements. You will be working in one of our delivery teams or as part of the dedicated independent testing team.

Responsibilities

Your responsibilities will include but will not be limited to:

- Developing applications using: Java, Spring Boot, Ruby on Rails, Node.js and React.js.

- Testing using: Ruby and Cucumber, Capybara, RSpec, Artillery and Jest.

- Deploying and running using: Cloud infrastructure, such as AWS, MS Azure, Terraform, Docker, Kubernetes and Serverless Technologies.

- Coaching and mentoring more junior colleagues

Our delivery squads follow a DevOps model and are responsible for the full life-cycle of their product. As such, there may be an opportunity going forward to participate in an out-of-hours rota which will attract an additional allowance.

For further information about the role please see the attached role profile.

Additional Information

Applications will be accepted from full time/part time/job sharers. Full time roles at DVLA consist of 37 hours per week. Part time and/or flexible working may also be available subject to the needs of the business. If you have a flexible or part time working requirement, you should contact the vacancy holder in advance of making an application to avoid possible disappointment later in the process should your desired working arrangements not be compatible with the requirements of the role. To contact the vacancy holder, please use the job contact details listed under Contact point for applicants .

Great line management is important to us as an organisation, and we will equip and support line managers to develop the skills set out in the [Civil](#)

[Service Line Management Standards](#). We aim to empower line managers to create teams where people can flourish and deliver excellent outcomes for the public.

Person specification

The DVLA is at the cutting edge of cloud-first technologies. You will be comfortable using the Cucumber framework and able to develop expertise in the Ruby programming language to test applications and infrastructure on Platform-as-a-Service environments.

You will have real experience of building test automation for both web-based user interfaces and APIs.

You will proactively look to implement Continuous Testing principles to speed up the feedback cycle for all elements of quality, such as security and accessibility, using automation by default.

We are looking for someone who is passionate about SDET principles who has a good comprehension of Automation Testing, able to use modern programming language and to programmatically test any software product and develop automation for it.

You will have examples of improving QA efficiency through test automation and tools. You will have high attention to detail and not be afraid to challenge when needs be.

It would be great if you had experience of technical coaching and enjoy leading junior members of a team.

Working for the DVLA Digital Team

At DVLA, licensing is just the start. Every project you implement, touch and deliver has a ripple effect that ll wash across the nation. Here the work you re doing has the capacity to change the way 50 million people interact with our services. As we aim to keep our roads some of the safest in the world, our innovative, transformative digital-led services help optimise a nation of individuals and business every single day.

To see how our people are transforming our digital services, head over to our [DVLA Digital Services Blog](#) and, to understand more about the great opportunities and benefits of working at DVLA read our [Inside DVLA blog](#).

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Government Digital and Data Profession Pay Framework

The role is part of the [Government Digital and Data profession](#) and utilises an enhanced Capability Based Pay Framework which provides access to a Digital and Data allowance.

The base pay is £42,848. In addition to this the role includes a Digital and Data allowance of up to £14,552.

The value of allowance awarded will be based on an assessment of your skills and experience as demonstrated through the selection process.

[Here are more details on the pay framework.](#)

Due to the evolving nature of the business, vacancies can become available at any time. Therefore, this campaign may create a reserve list to fulfil demand if it arises which will be held for a period of 12 months.

Behaviours

We'll assess you against these behaviours during the selection process:

Working Together

Technical skills

We'll assess you against these technical skills during the selection process:

Software Developer - Modern Development Standards (Skill level: Practitioner)

Software Developer - Programming and Build (Software Engineering) (Skill level: Practitioner)

Software Developer - Prototyping (Skill level: Practitioner)

Benefits

Alongside your salary of £42,848, Driver and Vehicle Licensing Agency contributes £12,413 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Passionate, reliable and always willing to push yourself and those around you, you'll continue to seek improvement in your own role and challenge us too. Because we pride ourselves on how we approach your development. From training courses to specialist skills workshops and opportunities to grow your expertise, we thrive when you thrive. You can find out more about all of the above [here](#) alongside a full list of our benefits:

- Best in class learning and development tailored to your role

- An environment with flexible working options where we encourage a great work-life balance

- A culture encouraging inclusion and diversity with a range of staff communities to support all our colleagues

- Generous employer contribution of 28.97%, depending on chosen pension scheme

- Digital communities with clear career frameworks

- On-site gym plus personal training available (membership applies)

- On-site nursery, restaurants and coffee bar

- 25 days holiday (plus bank holidays), increasing by 1 each year (up to 30) & 1 extra day for the King's birthday

- Free parking

- A hybrid office/home based working model where staff will spend a minimum of 60% of their time in the office over a month, with flexibility dependent on balancing business and individual need

There are many more opportunities and great benefits of working at DVLA, visit our [Careers website](#) for further information.

Things you need to know

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours, Experience and Technical skills.

How to Apply

For this role you will need to submit a CV with a personal statement of up to 750 words.

For your CV and personal statement, please provide detailed evidence of your experience of the following essential criteria:

- Experience in development using recognised programming languages
- Demonstrable experience of automation testing
- Practical experience of CI/CD (Continuous Integration and Continuous Deployment)

[Click here](#) for further guidance on writing a CV and personal statement.

The sift is due to take place on Monday 3rd February 2025.

Interviews will be held from Friday 14th February 2025.

This interview will be conducted via a video interview. Further details of which will be provided to you should you be selected for interview.

We will try to meet the dates set out in the advert. There may be occasions when these dates will change. You will be provided with sufficient notice of the confirmed dates.

If invited to interview, this may consist of a range of question types. These could include questions around behaviours and how you would respond in any situation as well as specific examples of things you have done.

The selection process will be designed specifically for the role. As a result, your assessment will include:

an interview and technical coding exercise

The Department for Transport alongside other Government Departments recruit using Success Profiles. This means for each role we consider what you will need to demonstrate in order to be successful. This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

For further information on Success Profiles visit our [Careers website](#).

Please take note that DVLA does not hold a UK Visa & Immigration (UKVI) Skilled Worker License sponsor and are unable to sponsor any individuals for Skilled Worker Sponsorship.

If your application is successful but you have been dismissed from the Civil Service within the last 12 months, your application could be removed at the pre-employment checking stage.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check](#). To allow for meaningful checks to be carried out, candidates will be required to have at least 5 years continuous residency in the UK. All applicants for this role must ensure that they meet this minimum residency requirement - if you do not, your application will be withdrawn.

Use of Artificial Intelligence (AI)

You must ensure that any evidence submitted as part of your application or used during interview is truthful and factually accurate. Applications may be rejected if plagiarism is detected. Examples of plagiarism can include presenting the ideas and experiences of others, or concepts generated by artificial intelligence, as your own.

View our guidelines [here](#).

Reasonable Adjustments

As a Disability Confident Leader employer, we are committed to ensuring that the recruitment process is fair, accessible and allows all candidates to perform at their best. If a person with a visible or non-visible disability is substantially disadvantaged, we have a duty to make reasonable changes to our processes.

Complete the Assistance required section in the Additional requirements page of your application form to tell us what changes or help you might need during the recruitment process. For instance, you may need wheelchair access at an interview, or if you're deaf, a Language Service Professional.

If you need a reasonable adjustment so that you can complete your application, you should contact Government Recruitment Service via dftrecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

Document Accessibility

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

This job advert contains links to the [DfT Careers website](#). Our website provides useful guidance and information that can support you during the application process. If you cannot access the information on our website for any reason, please email DRGComms@dft.gov.uk for assistance.

Further Information

For more information about how we hire, and for useful tips on submitting your application for this role, visit the [How We Hire](#) page of our DfT Careers website. You can find detailed information about the recruitment process and what to expect when applying for a role.

Pre-employment Checking

Applicants who are successful at interview will be, as part of pre-employment screening, subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who

resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5-year period following a dismissal for carrying out internal fraud against government.

For further information on National Security Vetting please visit the following page <https://www.gov.uk/government/publications/demystifying-vetting>

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

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

[See our vetting charter \(opens in a new window\)](#).

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

This job is broadly open to the following groups:

UK nationals

nationals of the Republic of Ireland

nationals of Commonwealth countries who have the right to work in the UK

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)

individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020

Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

[Further information on nationality requirements \(opens in a new window\)](#)

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) 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 \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

Diversity and Inclusion

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 \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. [Read more about prison leaver recruitment \(opens in new window\)](#).

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : ITS Recruitment

Email : ITSRecruitment@dvla.gov.uk

Recruitment team

Email : DFTRecruitment.grs@cabinetoffice.gov.uk

Further information

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, in the first instance, you should contact Government Recruitment Services via email: dftrecruitment.grs@cabinetoffice.gov.uk

If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission: Visit the Civil Service Commission website [Here](#)

