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Mid-level and Senior Developers - Products and Services

Government Digital Service

Apply before 11:55 pm on Monday 24th February 2025

GDS

Reference number

390993

Salary

£56,070 - £89,880

£61,740 - £72,466 (London) / £56,070 - £64,040 (National) for mid-level and £65,163 - £89,880 (London) / £58,063 - £79,094 (National) For senior-level Based on capability. The base salary of this grade is £61,005 for London and £55,403 for other locations. Offers made above this will be made up with a specialist pay allowance

Job grade

Grade 7

Contract type

Permanent

Business area

GDS - Product and Technology

Type of role

Digital
Information Technology

Working pattern

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

Number of jobs available

3

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Location

Bristol, London, Manchester

About the job

Job summary

GDS exists to help the government make brilliant public services that empower people in the UK. We work at the very centre of government to drive digital transformation, focused on users. We build and maintain platforms and services for others to use and create great public services that are accessible, inclusive and easy to use. We also work with government departments to identify patterns, share learning and create change to make government more efficient.

Our teams are organised around delivering on our priorities. These are:

- making it easier for people to find what they are looking for on [GOV.UK](GOV.UK)

- building common platforms and services to make it simpler and cheaper to build quality digital services

- promoting agile, user-centred design practices both in the UK and across the world

We are recruiting Mid-level and Senior Developers for the GOV.UK Pay and GOV.UK Notify teams, which are both part of Products & Services at GDS.

GOV.UK Pay lets service teams across the public sector take online and over the phone card payments from their users quickly and easily. It also helps them manage their income, issue refunds and run financial reports. It provides a simple, accessible and secure payment experience to millions of people.

Since its launch over 8 years ago, GOV.UK Pay has processed over 97 million transactions for over 350 organisations, with a value of over £6 billion. The

next few years are an opportunity for us to radically improve how the public sector handles payments.

 Read more about GOV.UK Pay on the GDS blog.

GOV.UK Notify makes it easy for public sector service teams to send emails, text messages and letters.

Since its launch in 2016, use of GOV.UK Notify has grown exponentially. Today, more than 1,600 organisations and 9,000 services use it. We ve sent over 9.7 billion notifications and continue to send millions more notifications every day.

Organisations that use GOV.UK Notify range from government departments to county councils, NHS trusts to GP surgeries, and fire services to ambulance trusts. It is used in a huge variety of ways, including medical appointments, updating people on their passport applications, two factor authentications, etc.

Job description

As a Developer or Senior Developer in Products & Services, you ll:

- work as part of a multi-disciplinary agile team, collaborating with frontend developers, content designers, product managers and user researchers to ensure your code puts users first at all stages of development

- write clean, secure code following a test-driven approach

- implement tools to support development and continuous improvement of the systems you work on

- support the live operation of the services we run during office hours, answering support queries from users, monitoring error rates and responding to incidents

- participate in out-of-hours support rotas where necessary - you'll be paid an allowance, and a further hourly payment for any duties you perform when on call

- share your work and the things you ve learned through blog posts and show and tells, with the option of presenting at conferences and meetups

- use your learning and development budget to develop your career

To learn more about what GOV.UK Pay developers do, read about a typical day on the Pay team. GOV.UK Pay uses NodeJS and Java to build our microservices. Our code is visible on Github.

GOV.UK Notify also codes in the open and you can take a look at our code on Github. We run Python Flask based web applications supported by several microservices written in Python. Read about how we migrated GOV.UK Notify to AWS Elastic Container Service and how we reliably send text messages to users.

Both GOV.UK Pay and GOV.UK Notify use Concourse CI and Terraform to run build pipelines and manage infrastructure on AWS. We use AWS RDS (Postgres), AWS SQS, AWS ElastiCache, OpenTelemetry, Prometheus, Grafana and everything in between.

For frontend, we follow the GOV.UK Design System and use GOV.UK Frontend components and patterns.

Person specification

A **Developer** would be expected to:

    have experience in back-end development, ideally with knowledge of web development in Python, NodeJS or Java

    have experience working with cloud based web applications, with technologies such as databases, caching, CDNs, containerisation and Unix-like operating systems

    have thorough understanding of software design principles, and an ability to apply them

    have proven experience of modern software development approaches such as automated testing, test driven development, continuous integration, pair programming, code review and version control

    have understanding of common web security risks such as OWASP Top 10, and the corresponding mitigations

    enjoy researching and learning new programming tools and techniques and sharing their skills with others

    have experience working in a collaborative environment, and an understanding of the benefits of agile and multi-disciplinary approaches

have a desire to use their skills and experience to make a genuine difference, and to work on important services that are relied upon by millions of people

In addition to the above, **Senior Developers** would also:

provide technical leadership within team, advising and working with developers to identify the best solutions

take responsibility for solving complex issues, drawing upon a broad knowledge of web technologies

take responsibility for developing others, through line management and/or mentoring

help recruit other developers and, where appropriate, get involved with sifting and interviewing

If you meet a few of those criteria but think that you might not meet every last one then don t let that stop you from submitting an application.

Benefits

The benefits of working at GDS

There are many benefits of working at GDS, including:

flexible hybrid working with flexi-time and the option to work part-time or condensed hours

a Civil Service Pension with an employer contribution of 28.97%

25 days of annual leave, increasing by a day each year up to a maximum of 30 days

an extra day off for The King s birthday

an in-year bonus scheme to recognise high performance

career progression and coaching, including a training budget for personal development

paid volunteering leave

a focus on wellbeing with access to an employee assistance programme

- job satisfaction from making government services easier to use and more inclusive for people across the UK

- advances on pay, including for travel season tickets

- death in service benefits

- cycle to work scheme and facilities

- access to children's holiday play schemes across different locations in central London

- access to an employee discounts scheme

- 10 learning days per year

- volunteering opportunities (5 special leave days per year)

- access to a suite of learning activities through Civil Service learning

GDS offers hybrid working for all employees. This means that everyone does some working from home and also spends some time in their local office. You ll agree to your hybrid working arrangement with your line manager in line with your preferences and business needs.

Any move to Government Digital Service from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax Free Childcare. Determine your eligibility at https://www.childcarechoices.gov.uk

Things you need to know

Selection process details

The standard selection process for roles at GDS consists of:

Application stage - you ll be asked to submit a CV demonstrating your previous work history, that should meet the skills and experience listed in the person specification above. You will also need to answer two application questions based on the person specification, and one security question. Failure to submit your CV and complete the application questions may result in your application being unsuccessful

Interview stage -

   Phone interview stage - a 20 minute telephone interview (may not be required depending on the volume of applicants)

   Technical interview stage - a 45 minute pair programming technical exercise - you'll work with a GDS engineer to solve a self-contained programming problem given to you in writing. You'll be asked to discuss the problem with the GDS engineer, devise a plan for solving it, and then to write code to solve the problem. As well as your programming and unit testing skills we'll be evaluating how you communicate and collaborate, and how you break down the problem. You'll use your own development environment for this (conducted over video conferencing)

   Panel Interview stage - a 75 minute technical and civil service behavioural interview (conducted over video conferencing)

We currently have three vacancies: two for Senior Developers and one for a Mid-Level Developer. We're conducting a single campaign and will assign a role based on interview performance and merit.

Whilst we value the use of AI technology to enhance our daily work, we also value the personal touch and urge applicants to write responses without the use of AI to emphasise their own unique experiences.

Depending on how many applications we get, there might also be an extra stage before the video interview, for example a phone interview or a technical exercise.

In the event we receive a high volume of applications, we will conduct the initial sift against the lead criteria which is:

   have experience in back-end development, ideally with knowledge of web development in Python, NodeJS or Java

In the Civil Service, we use Success Profiles to evaluate your skills and ability. This gives us the best possible chance of finding the right person for the job, increases performance and improves diversity and inclusivity. We ll be assessing your technical abilities, skills, experience and behaviours that are relevant to this role.

For this role we ll be assessing you against the following [Civil Service Behaviours](#):

working together

changing and improving

making effective decisions

leadership

We ll also be assessing your experience and specialist technical skills against the following skills defined in the Government Digital and Data Profession Capability Framework for the [Senior Developer](#) role:

Programming and build (software engineering)

Availability and capacity management

Development process optimisation

Information security

Modern development standards

Prototyping

Service support

Systems design

Systems integration

User focus

Recruitment Timeline

Role closes: 24th February 2025

Sift completion: from 6th March 2025

Phone and technical tests: starting from 17th March 2025

Panel interviews: starting from 31st March 2025

Candidates that do not pass the interview but have demonstrated an acceptable standard may be considered for similar roles at a lower grade.

A reserve list will be held for a period of 12 months, from which further appointments can be made.

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 D&I Strategy](#).

Please note that this role requires SC clearance, which would normally need 5 years UK residency in the past 5 years. This is not an absolute requirement, but supplementary checks may be needed where individuals have not lived in the UK for that period. This may mean your security clearance (and therefore your appointment) will take longer or, in some cases, not be possible.

You may be aware that there are plans for the Government Digital Service (GDS) & the Central Digital & Data Office (CDDO) to move into the Department of Science, Innovation & Technology (DSIT). This move is to bring together the digital transformation of public services into one core department. The move itself will offer huge opportunities whilst allowing DSIT to lead the way and drive forward the new Government's digital agenda.

As the announcement is relatively new, we are awaiting more detailed information. Therefore, we encourage you to apply for this role, and will keep you informed with updated information throughout the application process.

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.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

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 :   gds-recruitment@digital.cabinet-office.gov.uk

Email :   gds-recruitment@digital.cabinet-office.gov.uk

Recruitment team

Email :   gds-recruitment@digital.cabinet-office.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, you should contact gds-recruitment-complaints@digital.cabinet-office.gov.uk in the first instance.
If you are not satisfied with the response you receive you can contact the Civil Service Commission by email: info@csc.gov.uk Or in writing: Civil Service Commission, Room G/8 1 Horse Guards Road, London, SW1A 2HQ.