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# Salesforce Developer

Cabinet Office

**Apply before 11:55 pm on Sunday 8th March 2026**



Cabinet Office

**Reference number**

448740

**Salary**

£57,204 - £63,953

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

**Contract type**

Permanent

**Business area**

CO - Digital

**Type of role**

Digital

**Working pattern**

Full-time

**Number of jobs available**

1

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## Location

Bristol, Glasgow, Manchester, Newcastle-upon-Tyne, Norwich, York

## About the job

### Job summary

#### **IMPORTANT: Security Vetting Requirements**

This role requires SC (Security Check) You need to have been resident in the UK within the past **five years** in order to apply.

Here is a short video why this is necessary.

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This role sits within the Chief Technology Office within Cabinet Office Digital reporting to the Salesforce Platform Owner. We are responsible for architecture and engineering across the Cabinet Office and own the newly commissioned Technical Design Authority for the department. We work in collaboration with individual business units and Arms Length Bodies to align technology and operate platforms for the benefit of the products and teams dependent upon them.

This is an exciting opportunity to develop and maintain the Cabinet Office Digital Salesforce estate comprising of a number of individual instances and various licence types. This role will help shape the Salesforce strategy and principles supporting delivery of digital services within business units across the Cabinet Office.

### Job description

The Salesforce Developer will be responsible for designing, developing, and implementing customised solutions within the Salesforce platform to support critical business functions and meet project objectives.

This role involves collaborating with various stakeholders to gather requirements, integrating Salesforce with other systems, and ensuring the reliability and scalability of Salesforce applications. The ideal candidate will possess strong technical skills, have experience with Apex, Visualforce, and Lightning components, and demonstrate a proactive approach to problem-solving and innovation within the Salesforce ecosystem.

**Some of the responsibilities include:**

**Implement the software development life cycle:** You will build, maintain, test, deliver, release and document user-friendly and customer centric software solutions, as required;

Write clean, secure and well tested Apex code, including commentary and supporting documentation;

Complete all documentation in line with their work e.g., application support manual; IT support processes; test and release notes; ICD (interface control document) notes;

Provides guidance to associate software engineers in the adherence to these standards.

**Provide integrated solutions:** Ensure solutions are user-focused, strategically aligned and effectively integrated across multiple teams and platforms to ensure the business needs are met;

Build and test software in line with the design conditions to ensure required integration. You will enable the integration testing of components for other teams prior to implementation.

Support specific activities to improve development processes.

**Engage stakeholders:** Collaborate, work with and develop an understanding of the needs and requests of both internal and external stakeholders in order to achieve the desired outcomes;

Engage internal stakeholders independently, working across a number of teams, and acting as a resource for colleagues with less experience;

Facilitate meetings and consult stakeholders to understand their needs and requirements and propose and specify solutions.

**Build and transfer skills and knowledge:** Take responsibility for developing personal skills and expertise aligned to the role;

Assist more junior Salesforce System Administrators to develop their skills and knowledge. Share ideas, provide coaching, support and feedback;

Collaborate within and across teams. Work effectively together with others across varying areas of expertise to achieve the required results.

**Other responsibilities include:**

Write clean, secure and well tested Apex code, including commentary and supporting documentation;

Complete all documentation in line with their work;

Provide guidance to associate software engineers in the adherence to these standards;

Provide integrated solutions: Ensure solutions are user-focused, strategically aligned;

Build and test software in line with the design conditions to ensure required integration.

**Person specification**

**Essential Criteria**

Previous experience as a Salesforce Developer;

Practical experience configuring Salesforce (coded and declarative);

Strong knowledge in Salesforce Administration including security model;

Strong knowledge of Apex, Aura, SOQL, Lightning Web Components and Flows;

Experience with integrating with 3rd party applications using REST API s and

Middleware.

**Additional information:**

A minimum 60% of your working time should be spent at your principal workplace. Although requirements to attend other locations for official business will also count towards this level of attendance.

## Behaviours

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

- Seeing the Big Picture
- Making Effective Decisions
- Working Together
- Managing a Quality Service
- Communicating and Influencing
- Delivering at Pace

We only ask for evidence of these behaviours on your application form:

- Seeing the Big Picture
- Making Effective Decisions
- Working Together

## Technical skills

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

- Agile Delivery
- Functional Testing

## Benefits

Alongside your salary of £57,204, Cabinet Office contributes £16,571 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

- Learning and development tailored to your role.

- An environment with flexible working options.

- A culture encouraging inclusion and diversity.

- A [Civil Service Pension](#) which provides an attractive pension, benefits for dependants and employer contributions of 28.97%.

A minimum of 25 days of paid annual leave, increasing by one day per year up to a maximum of 30.

## Things you need to know

### Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

### Selection process details

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

### Application process

During the application process, you'll be asked to provide a CV. You'll also be assessed on your experience and the following behaviours.

#### Behaviours

- Seeing the bigger picture
- Making effective decisions
- Working together

Should a large number of applications be received, an initial sift may be undertaken using the lead Behaviour, **Seeing the bigger picture**.

Candidates who pass the initial sift may be progressed to a full sift, or progressed straight to assessment/interview.

### Selection process

During the selection process, you'll be assessed on your strengths, technical skills and behaviours.

### **Behaviours**

Managing a quality service

Communicating and Influencing

Delivering at Pace

### **Technical Skills**

Agile delivery

Functional Testing

### **Expected timeline (subject to change)**

Expected sift date 13/03/2026

Expected interview date/s 23/03/2026

Interview location - Your interview will either be conducted face to face or by video. You will be notified of the location if you are selected for interview.

### **Further Information**

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

Any move to Cabinet Office 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; for further information [visit the Childcare Choices website](#).

If successful and transferring from another Government Department a criminal record check may be carried out.



In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service/Disclosure Scotland on your behalf.

However, we recognise in exceptional circumstances some candidates will want to send their completed forms direct. If you will be doing this, please advise Government Recruitment Service of your intention by emailing [Pre-EmploymentChecks.grs@cabinetoffice.gov.uk](mailto:Pre-EmploymentChecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

For further information on the Disclosure Scotland confidential checking service telephone: the Disclosure Scotland Helpline on 0870 609 6006 and ask to speak to the operations manager in confidence, or email [Info@disclosurescotland.co.uk](mailto:Info@disclosurescotland.co.uk)

New entrants are expected to join on the minimum of the pay band.

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.

Please note that this role requires **SC clearance**, which would normally need **5 years of 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.

For further information on National Security Vetting please [visit the Demystifying Vetting website](#).

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

## **Reasonable Adjustment**

If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

If you need a change to be made so that you can make your application, you should:

Contact Government Recruitment Service via [cabinetofficerecruitment.grs@cabinetoffice.gov.uk](mailto:cabinetofficerecruitment.grs@cabinetoffice.gov.uk) as soon as possible before the closing date to discuss your needs.

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

Please note terms and conditions are attached. Please take time to read the document to determine how these may affect you.

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 : CO Digital Recruitment Team

Email : [codigitalrecruitment@cabinetoffice.gov.uk](mailto:codigitalrecruitment@cabinetoffice.gov.uk)

Recruitment team

Email : [cabinetofficerecruitment.grs@cabinetoffice.gov.uk](mailto:cabinetofficerecruitment.grs@cabinetoffice.gov.uk)

### Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. If you feel that your application has not been treated in accordance with the Recruitment Principles, and wish to make a complaint, then in the first instance you should contact Government Recruitment Service by email at :

[cabinetofficerecruitment.grs@cabinetoffice.gov.uk](mailto:cabinetofficerecruitment.grs@cabinetoffice.gov.uk)

If you are not satisfied with the response you receive, then you can contact the Civil Service Commission at [info@csc.gov.uk](mailto:info@csc.gov.uk). For further information on the Recruitment Principles and bringing a complaint to the Civil Service Commission, please visit their website at: <https://>

civilservicecommission.independent.gov.uk.

