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Software Developer (Ref: 15094)

HM Courts and Tribunals Service

Apply before 11:55 pm on Friday 20th March 2026

HM Courts
& Tribunals
Service

Reference number

450330

Salary

£42,914 - £53,081

The national salary range is £42,914 - £46,182, London salary range is £49,325 - £53,081. Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

SEO

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time

Number of jobs available

6

Contents

Location

East Midlands (England), East of England, London (region), North East England, North West England, Scotland, South East England, South West England, Wales, West Midlands (England), Yorkshire and the Humber

About the job

Job summary

Please refer to Job Description

Job description

As a Software Developer you will work with a wide range of stakeholders such as user researchers, product managers, designers, business analysts, content specialists, delivery managers and digital architects, all of whom share a vision for making better government through smarter use of technology. You will innovate to radically transform public services for the better.

The development squad you are placed on will be agreed closer to your start date, but examples of products can be found in our GitHub repositories:

https://github.com/ministryofjustice

https://github.com/hmcts

https://github.com/CJSCommonPlatform

You can find more information about our ways of working in the HMCTS Way: https://hmcts.github.io

Technologies we rely heavily on (Core Tech Stack):

Java to write our backend services

Node.js to write our frontend services

Power Platform for low-code development

Jenkins for CI/CD

Dynatrace for application monitoring

Kubernetes and **Docker** to run our services

Azure for most of our infrastructure

Terraform for infrastructure as code

Postgres and **Redis** as our databases.

GOV.UK Design System for our web interfaces

Macs to do all the above

In addition, we use a range of other technologies and continue to evolve by employing new technologies that help us deliver better services to our users

As a Software Developer in HMCTS you will:

Write, amend, refactor and document code to build complex programs/ scripts, and as required leading on these activities. Adhere to internal process and procedures, promoting and advising others which software development standards, processes and procedures to apply.

Constantly seek to learn and further develop your skills as required for your role. Monitor changes in the tech stack you use and alert on any major changes affecting our software. Adhere to industry's best practices, produce well-engineered modern products and guide others to do so in a highly competently manner.

Ensure that products are secure, engineered to mitigate security threats and have the necessary security controls in place. Ensure that information is handled with confidentiality and integrity, and that products are compliant. Identify and raise risks and support Information Assurance activities.

Support and maintain software as required, including in the live environment. Use modern tools to effectively and thoroughly identify, troubleshoot and fix faults. Package and deploy software built. Some activities may be outside the core office hours (in-line with the organisation's policy for OOH).

Plan the development on sets of related stories and coordinate integration tasks across systems. Contribute to selection of the software development approach (plan-driven, iterative/agile etc.) for projects. Identify process optimisation opportunities with guidance and support activities to improve the development process. Choose the most appropriate from a variety of methods of prototyping, actively solicit prototypes with others.

Define, analyse, plan, forecast, measure, maintain and improve all aspects of the availability of services. Control and manage service availability to meet the needs of the business in a cost-effective manner. This includes

managing the capability, functionality and sustainability of service components (for example, hardware, software, network resources and software/infrastructure as a service).

Design systems characterised by medium levels of risk, impact, and business or technical complexity. Take designs through the required governance. Review designs of others to ensure the selection of appropriate technology, efficient use of resources and integration of multiple systems and technology. Identify, record and escalate tech debt and medium-level risks.

Define the integration build. Coordinate build activities across systems and undertake and support integration testing activities.

Take a test-driven approach to software development, write complex automation test scripts and participate in testing. Participate in code reviews of own work and leads code reviews of colleagues' work.

Guide and advise others on technical areas you have expertise in, modern development standards and approaches to understand user stories. Coach and mentor more junior colleagues. Lead on and participate in recruitment as required.

Participate in and lead on procurement activities as required.

Translate user stories to a proposed design and develop software to meet user needs. Collaborate with user researchers, represent users internally and champion user research to focus on all users.

Skills & Experience:

Sound knowledge of programming languages and tools for development of enterprise and public facing applications utilising our core stack.

Sound knowledge of HTTP, Spring web development framework and at least one RDBMS (for example PostgreSQL, Redis)

Sound knowledge in a wide range of technologies and libraries used in an enterprise, such as logging and monitoring, ORM, authentication/ authorisation, cloud hosting environments, systems integration, source control, package management etc.

Experience of mentoring, coaching or leading other developers (at work or in meetups etc)

Experience of working with modern tools and techniques

An understanding of common security issues and how to mitigate them

You will also want to make a positive impact on the communities we serve

You are looking for new technical and leadership challenges

You thrive when you work as part of a team

You enjoy learning and helping others

You hold yourself and others to a high standard

You solve problems in a systematic way

Person Specification

We re seeking a full stack software developer with the ability to develop and deploy high-quality code. The ideal candidate will have:

Experience in a modern object-oriented programming language and knowledge of our tech stack (Java and JavaScript).

Experience in the development of enterprise and public facing applications

Sound knowledge of HTTP, at least one web development framework (for example Spring Boot or Angular) and at least one relational database system (e.g. PostgreSQL).

Sound knowledge in a wide range of technologies and libraries used in an enterprise, such as logging and monitoring, ORM, authentication/ authorisation, cloud hosting environments, systems integration, source control, package management etc.

Experience of working with modern tools and techniques

An understanding of common security issues and how to mitigate them

Person specification

Please refer to Job Description

Behaviours

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

Communicating and Influencing

Developing Self and Others

Technical skills

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

    o Capability Skill 1: Programming and build

    o Capability Skill 2: Systems integration

    o Capability Skill 3: Service support

    o Capability Skill 4: Information security

    o Capability Skill 5: Systems design

    Coding Challenge - if successful at sift, you will move on to the interview stage, which will include an extension exercise to the coding challenge you submit in your Statement of Suitability.

Benefits

Alongside your salary of £42,914, HM Courts and Tribunals Service contributes £12,432 towards you being a member of the Civil Service Defined Benefit Pension scheme. <u>Find out what benefits a Civil Service Pension provides.</u>

    Access to learning and development

    A working environment that supports a range of flexible working options to enhance your work life balance

    A working culture which encourages inclusion and diversity

    A <u>Civil Service pension</u> with an employer contribution of 28.97%

    Annual Leave

    Public Holidays

    Season Ticket Advance

For more information about the recruitment process, benefits and allowances and answers to general queries, please click the below link which will direct you to our Candidate Information Page.

Link: https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

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, Experience and Technical skills.

https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

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.

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 :	SSCL Recruitment Enquiries Team
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk
Telephone :	
	0345 241 5359
Recruitment team	
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission s Recruitment Principles. If you feel a department has breached the requirement of the Recruitment Principles and would like to raise this, please contact SSCL (Moj-recruitment-vetting-enquiries@gov.sscl.com) in the first instance. If the role has been advertised externally (outside of the Civil Service) and you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: http://civilservicecommission.independent.gov.uk/civil-service-recruitment/complaints/

https://jobs.justice.gov.uk/careers/JobDetail/15094?entityId=15094