

You need JavaScript enabled to use this service.

## Cookies on Civil Service Jobs

We use some essential cookies to make this website work.

To understand how you use Civil Service Jobs and improve the website we'd like to set some additional cookies.

Accept additional cookies

Reject additional cookies

# Junior Developer

Ministry of Defence

**Apply before 11:55 pm on Monday 3rd February 2025**



### Reference number

385776

### Salary

£29,580

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Executive Officer

**Contract type**

Permanent

**Business area**

MOD - Air - Royal Air Force Air Cadets

**Type of role**

Digital

**Working pattern**

Full-time

**Number of jobs available**

1

## Contents

[Location](#)

[About the job](#)

[Benefits](#)

[Things you need to know](#)

[Apply and further information](#)

## Location

RAF Cranwell

# About the job

## Job summary

The Royal Air Force Air Cadets (RAFAC) is a volunteer-military youth organisation sponsored by the Royal Air Force that manages both the Air Training Corps and RAF Sections of the Combined Cadet Force. We are an Air, Space and Cyber focused uniformed youth organisation whose purpose is to grow young people's potential while fostering an interest in the Royal Air Force.

An opportunity has arisen to work within the Digital branch, developing and delivering bespoke web applications to support the organisations ongoing progress toward its digital first objectives through Bader. Bader is a collection of in-house and commercial web applications providing the organisation with a secure environment to conduct its business online.

This position is advertised at 37 hours per week and can be worked remotely with occasional travel to RAF Cranwell.

## Job description

The Junior Bader Developer works directly for the Senior Bader Developer and will actively contribute to the development and delivery of all our web applications which are hosted on MOD provided infrastructure. In addition, they are required to support the wider Digital branch in exploiting modern technologies and moving the organisation forward.

Any other duties within the scope of the grade.

## Person specification

Due to the nature of the RAFAC being a geographically dispersed volunteer organisation, it is likely that some work may have to be completed at home, in the evenings and at weekends when personnel will be more likely to be available.

You will be expected to:

Develop bespoke software for RAFAC utilising a wide range of skills and knowledge, with a focus on:

.Net Core

Vue.js

HTML5

CSS

SQL

Transact-SQL

Take part in Assurance and Information Security reviews of the Bader platform.

Support volunteers and permanent staff colleagues in the Digital department.

Contribute toward the maintenance of the Azure DevOps environment, supporting Continuous Integration (CI) and Continuous Deployment (CD) where practical.

Act as a change advocate for Bader supporting, delivering, and communicating change at pace.

Be a digital change champion, promoting digital ways of working and supporting the ongoing development of others.

Maintain an excellent level of knowledge of current digital transformational opportunities.

Continuous professional development in accordance with a plan agreed with Line Management.

Anything directed by, and mutually agreed with, Line Management, commensurate with the grade.

The following experience and qualifications are required for this role

### **Essential**

1. IT qualification in software development or relevant experience in software development. If no qualification is held then the post holder would be expected to undertake an apprenticeship in Software Development.

2. Relevant experience in our core stack (.Net Core, Vue.js, HTML5, CSS, Transact-SQL).
3. Experience creating and managing web applications.
4. Use of Information Technology.

### **Desirable**

1. Prior experience in sprint and agile methodologies.
2. Knowledge of the RAFAC and its operational structure.

### **Behaviours**

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

Delivering at Pace

Making Effective Decisions

Changing and Improving

Seeing the Big Picture

Managing a Quality Service

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

Delivering at Pace

Making Effective Decisions

Changing and Improving

### **Technical skills**

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

Technical - Junior Developer

Technical - Apprentice DevOps Engineer

# Benefits

Alongside your salary of £29,580, Ministry of Defence contributes £8,569 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 with an employer contribution of 28.97%

Where business needs allow, some roles may be suitable for a combination of office and home-based working. This is a non-contractual arrangement where all office-based employees will be expected to spend a minimum of 60% of their working time in office, subject to capacity and any required workplace adjustments. Requirements to attend other locations for official business, or work in another MOD office, will also count towards this level of attendance. Applicants can request further information regarding how this may work in their team from the Vacancy Holder (see advert for contact details). Defence Business Services cannot respond to any questions about working arrangements.

The post does not offer relocation expenses.

External recruits who join the MOD who are new to the Civil Service will be subject to a six-month probation period.

Please Note: Expenses incurred for travel to interviews will not be reimbursed.

Please be advised that the Department is conducting a review of all pay related allowances which could impact on those allowances that the post currently being advertised attracts.

Any move to MOD 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/>.

The Ministry of Defence is committed to providing a safe and healthy working environment for its staff which includes educating them on the benefits of not smoking, protecting them from the harmful effects of second-hand smoke and supporting those who want to give up smoking. Under the Smoke-Free Working Environment policy, Smoking and the use of all tobacco products (including combustible and chewing tobacco products) will not be permitted anywhere in the Defence working environment however some exemptions are in place, please refer to local guidance. The policy is Whole Force and includes all Defence personnel, contractors, visitors and other non-MOD personnel. All applicants seeking, considering, or accepting employment with the Ministry of Defence should be aware of this policy and that it is already in place at a number of Defence Establishments.

MOD Recruitment Satisfaction Survey We may contact you regarding your experience to help us improve our customer satisfaction. The survey is voluntary and anonymous. You may however be given the opportunity to provide additional information to help us improve our service which includes the collection of some personal data as defined by the United Kingdom General Data Protection Regulation (UK GDPR). The [MOD Privacy Policy Notice](#) sets out how we will use your personal data and your rights.

## 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.

At sift you will be assessed against your CV and Personal Statement (500 max word count) the following:

Delivering at Pace

Making Effective Decisions

Changing and Improving

## Technical skills

Junior Developer. Please see the Technical Skills Framework Guidance - <https://ddat-capability-framework.service.gov.uk/role/software-developer>

Apprentice DevOps Engineer. Please see the Technical Skills Framework Guidance - <https://ddat-capability-framework.service.gov.uk/role/development-operations-devops-engineer>

At interview you will be assessed against the following:

Seeing the Big Picture

Managing a Quality Service

## Technical skills

Junior Developer. Please see the Technical Skills Framework Guidance - <https://ddat-capability-framework.service.gov.uk/role/software-developer>

Apprentice DevOps Engineer. Please see the Technical Skills Framework Guidance - <https://ddat-capability-framework.service.gov.uk/role/development-operations-devops-engineer>

Interviews will take place remotely using Microsoft Teams.

The Civil Service embraces diversity and promotes equality of opportunity. There is a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria. If you need to advise us that you need additional help or reasonable adjustments for the recruitment process, please contact: [DBSCivPers-Resourcingteam3@mod.gov.uk](mailto:DBSCivPers-Resourcingteam3@mod.gov.uk).

As a result of the changes to the UK immigration rules which came in to effect on 1 January 2021, the Ministry of Defence will only offer sponsorship for a skilled worker visa under the points based system, where a role has been deemed to be business critical. This role does not meet that category and we will not sponsor a visa. It is therefore NOT open to applications from those who will require sponsorship under the points based system.

Should you apply for this role and be found to require sponsorship, your application will be rejected and any provisional offer of employment withdrawn.



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 : Paul Blackman

Email : [adev1@rafac.mod.gov.uk](mailto:adev1@rafac.mod.gov.uk)

Recruitment team

Email : [DBSCivPers-ResourcingTeam3@mod.gov.uk](mailto:DBSCivPers-ResourcingTeam3@mod.gov.uk)

## Further information

Please ensure you read the attached candidate information document prior to completing your application. If you are dissatisfied with the service you have received from DBS, or believe that DBS has failed to follow the recruitment process in line with the Civil Service Commission principles of selection for appointment on merit on the basis of Fair and Open competition, you can raise a formal complaint by writing to DBS at the following address: Defence Business Services, Scanning Hub, Room 6124, Tomlinson House, Norcross Lane, Blackpool, FY5 3WP. If after raising your complaint with DBS you remain dissatisfied you can complain directly to the Civil Service Commission at the following address: Civil Service commission, Room G/8, 1 Horse Guards Road, London, SW1A 2HQ Or by email: [info@csc.gov.uk](mailto:info@csc.gov.uk).

