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Senior Developer

Home Office

Apply before 11:55 pm on Tuesday 4th February 2025

Reference number

387180

Salary

£60,300 - £66,330

New entrants to the Civil Service will start their role on the pay range minimum: £60,300 Salary for national roles. You may be eligible for an additional non-pensionable allowance, pending a Capability and Skills

Assessment, with a value of up to £20,100 For existing Civil Servants, the usual policy on level transfer and promotion will apply and is non-negotiable. Please see advert and attached candidate pack for more information.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Contract type

Permanent

Business area

HO - Digital Data and Technology - Engineering

Type of role

Digital
Information Technology

Working pattern

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

Number of jobs available

4

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Location

Sheffield S3 8NU, Manchester M5 3LZ

About the job

Job summary

We are looking for people who are passionate about Engineering to join our community led team in Shared Applications Service (SAS). You will work in agile multidisciplinary teams with over 200 engineers in a modern cloud environment using the latest technologies. Our purpose as a team is to bring technical understanding in-house for over 600 Home Office applications.

You could be creating and maintaining some of the most critical public services in the United Kingdom and transforming how we use data and technology to improve these. We are responsible for designing, building and supporting solutions for citizens and Home Office teams. You could also be working on critical IT systems that support policing and counter terrorism, which helps protect UK borders.

Job description

The Senior Developer is key for our product delivery, you will develop core components of our solutions and help select appropriate technologies. Your subject matter expertise will enable you to operate with greater levels of autonomy and decision making.

You will work to our technical standards writing clean, secure code following a test-driven approach, ensuring the code is open as far as possible and can be re-used.

The Senior Developer will be expected to mentor and lead other engineers in technical tasks, as well as support recruitment and assessment activities.

Tools and Technologies we use:

We are keen for Engineers to continue learning new technologies, we have a large range in the Home Office including:

Backend: C#, Python

Frontend: React, JavaScript, Typescript

Data: PostgreSQL, Microsoft SQL Server, MongoDB

DevOps: Kubernetes, Azure, Docker, Terraform, Azure DevOps

Other: Azure OpenAI Studio, Power Platform, PowerBI

What you will do

Your main day to day responsibilities will be:

delivering secure, reliable and scalable software, and supporting your team with technical tasks when needed.

evaluating and advising on design choices and ensuring that software is high quality and balances technical and business considerations.

defining and documenting test cases for new systems and maintaining live systems to ensure ongoing performance.

evolving new approaches/solutions with other professions through discoveries, maintaining a focus on development and deployment.

helping prioritise and direct technical tasks across your team, to balance new and live services.

Like many organisations we need to maintain our services 24/7, therefore, on occasions there may be a requirement to work out of hours, for which you will be paid an additional allowance.

Person specification

UK residency and security requirements - **You need to have lived in the UK for the past 5 years.**

Essential Criteria

You will demonstrate passion for software engineering with the following skills in:

Experience designing complex components for cloud platforms (such as Azure, Power Platform, or AWS) and explaining concepts to non-technical stakeholders **(Lead essential criteria).**

Producing high quality documentation, resolving issues and incidents in live services, and devising ways to improve reliability and performance.

Expertise in designing secure modern database systems (using at least one of MySQL, NoSQL, Dataverse, or PostgreSQL), including transformation of data.

Setting standards for software development in at least one of C#, Python, or JavaScript, and leading reviews of colleagues   work.

Expertise in using Git and developing processes and procedures for a secure CI/CD capability, as well as Agile ways of working.

Experience of developing scalable automated tests and working with test professionals (Quality Assurance Testers) to enable comprehensive test coverage and reporting.

SFIA capability framework

Skills for the Information Age (SFIA) is the technical framework that sets the standard capability and development of all engineering levels in the Home Office. This is a link to the capability framework: All skills A Z   English (sfia-online.org)

We use set SFIA technical skills to form our interview questions and we will assess you against these technical skills during the selection process.

SFIA levels of responsibility   Use the SFIA Levels of responsibility to understand what would be expected for each Technical Skill listed below.

SFIA Technical Skills

The essential technical skills listed above are reflective of the Home Office Government Digital and Data Profession Career Framework. Please see below for the relevant skills required for your role.

Behaviours

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

Leadership

Technical skills

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

Software design (SWDN) - Level 4

Programming/software development (PROG) - Level 3

Testing (TEST) - Level 3

Systems integration and build (SINT) - Level 4

Data management (DATM) - Level 4

Application support (ASUP) - Level 4

Benefits

Alongside your salary of £60,300, Home Office contributes £17,468 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%

Why work for us...

A highly competitive pension with an employer contribution of 28.97%

25 days annual leave on appointment rising 1 day per year up to 30 days, plus 8 days public holidays and 1 day for the King s Birthday.

Flexible working options to enable you to achieve the work life balance that is right for you including; Full time, part-time, flexi time, compressed hours and job sharing.

A hybrid working model of a minimum 60% of your contracted hours in the workplace and 40% remote.

Training and development opportunities tailored to your role, including access to technical and professional accreditations.

Access to funded qualifications (subject to approval)

A capability allowance reviewed annually.

A culture encouraging inclusion and diversity.

Enhanced parental leave schemes.

Annual performance-based bonus and recognition awards.

This link is to a short guide to employee benefits: [Benefits - Home Office Careers](#)

Why join our Engineering Community in the Home Office?

This is a huge opportunity to be a part of our growth journey and build your capability and expertise. Below is what you can expect from us as part of your role:

Dedicated time for personal development and strong coaching/mentoring culture at all levels   Engineers love to give back to others!

The ability to quickly progress and further yourself in your career with tailored career development plans to improve your capability

Opportunity to learn new programming languages and technologies

One of the largest technical estates within the UK and an opportunity to explore many different projects in a modern, agile digital environment

An inclusive environment where everybody's thoughts and opinions are valued

You may be eligible for an additional non-pensionable allowance, pending a Capability and Skills Assessment, with a value of up to £20,100 (location dependent).

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.

As part of the application process you will be asked to complete a **CV and 1000 word personal statement.**

Further details around what this will entail are listed on the application form.

Please note your CV and personal statement should include all relevant experience that relates to our essential skills criteria listed in the advert and role description. Use STAR format in your examples.

Remove information that identifies you (for example your name, age or place of education) so that you will be judged on merit alone and not your personal background, circumstances, race or gender.

(Do NOT include e-mail addresses or links to online profiles, resumés, or prior work, either personal or business. Active links or e-mail addresses will result in your application being rejected)

Please ensure that all examples provided in your application are taken directly from your own experience and that you describe the examples in your own words. All applications are screened for plagiarism, copying, and generating of examples/ answers from internet sources including Artificial Intelligence. If detected, the application may be withdrawn from the process.

Further action, including disciplinary action, may be considered in such cases involving civil servants. Providing false or misleading information would be contrary to the core values of honesty and integrity expected of all civil servants.

Sift Stage

The sift will be held on the **CV and Personal Statement.** Please read the Essential skills for this position carefully. We will only consider those who meet the listed requirements.

In the event of a high number of applications received, an initial sift may be held on the lead essential criteria   experience designing complex components for cloud platforms (such as Azure, Power Platform, or AWS) and explaining concepts to non-technical stakeholders .

Interview Stage

Candidates reaching the required standard will then be invited to attend a final interview. The interview will assess your Technical Skills (SFIA Framework), Leadership Behaviour, and experience using technical and experience-based questions.

At the beginning of the interview, you will be assessed on your technical capability through a problem-solving exercise. We will provide you with the information in the interview and will be asked to share your screen with the panel, so you can discuss various aspects.

Sift and interview dates

Sift will be conducted week commencing 10th February 2025.

Interviews will be held week commencing 3rd March 2025**.** (Subject to the Panel s operational requirements/priorities)

Interviews will be conducted remotely via MS Teams.

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.

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

Further Information

Please be aware the levels of national security clearance are changing which may impact on the level needed for this role by the time of appointment. All

efforts will be made to keep candidates informed of any changes and what that will mean in terms of vetting criteria. For more information please [See our vetting charter](#)

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

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service 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 stating the job reference number in the subject heading.

We value diversity and inclusion and welcome applications from the widest diversity of backgrounds, cultures, and experiences. We particularly encourage applications from women, people with disabilities and LGBT+ as they are currently under-represented in the Home Office at this grade level. Appointments will be made on merit on the basis of fair and open competition.

Where business needs allow, some roles may be suitable for a combination of office and home-based working. Where this is the case, employees will be expected to spend a minimum of 60% of their working time in the office. Applicants can raise any queries to the email address at the bottom of the advert.

Please read the Essential skills for this position carefully. We will only consider those who meet the listed requirement.

If you have previously made an unsuccessful application for a role with the same essential skills and are not able to demonstrate how you have developed these skills since your last application please reconsider applying as your application is unlikely to be successful.

Reserve list

A reserve list of successful candidates will be kept for 12 months. Should another role become available within that period you may be offered this position.

UK residency and security requirements

You need to have lived in the UK for the past 5 years. This is because this post requires the successful candidate to have Security Check (SC) clearance and individuals need to have lived in the UK for a sufficient period of time to enable appropriate checks to be carried out and produce a result which provides the required level of assurance. These checks will only take place after the job offer has been accepted.

Visa Sponsorship

We are unable to sponsor any individuals via Skilled Worker Sponsorship / Tier 2 (General) work visas as we do not hold a UK Visa & Immigration (UKVI) Skilled Worker License.

Digital Capability-Based Allowance

The advertised role is part of the Home Office Government Digital and Data Profession. This role has access to a Digital Capability-Based Allowance. Applicants who are successful at interview will be invited to complete a Capability and Skills Assessment post-interview. Any allowance awarded will be based on the assessment of your capability against the six skills advertised for this role. Please see the attached candidate pack for more information.

The allowance values are set by the Home Office, subject to remaining in a qualifying role, and are non-pensionable. This allowance is non-contractual, subject to an annual review and could be withdrawn at any time.

For both new entrants and existing civil servants, the total compensation offer is a combination of base salary and, if applicable, a capability-based allowance. New entrants to the Civil Service will start on the pay range minimum. For existing civil servants, our policies on level transfer and promotion will apply.

Job offers to this post are made on the basis of merit. We often have **similar roles** available at different grades. If a candidate is suitable for a similar role

or a lower grade than they have applied for, we may offer the candidate that role without the need to go through a further selection process providing the role has the same competencies and essential skills.

Working at the Home Office

Every day, Home Office civil servants do brilliant work to develop and deliver policies and services that affect the lives of people across the country and beyond. To do this effectively and fairly, the Home Office is committed to representing modern Britain in all its diversity, and creating a welcoming, inclusive workplace where all our people are able to bring their whole selves to work and perform at their best.

We are flexible, skilled, professional and diverse. We work to recruit and retain disabled staff and area Disability Confident Leader. We are proud to be one of the most ethnically diverse departments in the civil service. We are a Social Mobility Foundation top 75 employer.

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.

For further information please see the attached notes for candidates which must be read before making an application.

 Existing Civil Servants should note that some of the Home Office terms and conditions of employment have changed. It is the candidate s responsibility to ensure they are aware of the Terms and Conditions they will adopt should they be successful in application and should refer to the notes for candidates for further details.

Transfer Terms: Voluntary.

If you are invited to an interview, you will be required to bring documentation for the purposes of establishing your identity.

You will need to meet the nationality requirements for this role and obtain the necessary security clearance to take it up.

For meaningful security checks to be carried out, individuals need to have lived in the UK for a sufficient period of time. Learn more on our website. Security Checks - Home Office Careers

Visa sponsorship

We do not sponsor individuals via Skilled Worker Sponsorship / Tier 2 (General) work visas.

Reasonable Adjustments

If a person with disabilities is 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 HOrecruitment.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

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

Feedback

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 counter-terrorist 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 :   ACRecruitment@homeoffice.gov.uk

Email :   ACRecruitment@homeoffice.gov.uk

Telephone :   ACRecruitment@homeoffice.gov.uk

Recruitment team

Email :   HORecruitment.GRS@cabinetoffice.gov.uk

Further information

If you feel that your application has not been treated in accordance with the recruitment
principles, and wish to make a complaint, then you should contact in the first instance
HORecruitment.GRS@cabinetoffice.gov.uk. If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission.