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Salesforce Developer

Cabinet Office

Apply before 11:55 pm on Wednesday 12th February 2025



Cabinet Office

Reference number

388969

Salary

£55,403 - £61,939

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

Information Technology

Working pattern

Flexible working, Full-time

Number of jobs available

2

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Location

Bristol

About the job

Job summary

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;

Completes 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;

Completes all documentation in line with their work;

Provides 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

Managing a Quality Service

Working Together

Communicating and Influencing

Delivering at Pace

Technical skills

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

Agile Delivery

Benefits

Alongside your salary of £55,403, Cabinet Office contributes £16,050 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

Selection process details

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

As part of your application you will be required to provide a CV setting out your career history, highlighting specific responsibilities and achievements that are relevant for this role.

Your CV will be assessed against the essential criteria listed in the 'Person Specification' section of the job advert.

You will also be assessed on Behaviour and Technical statements as part of your application.

Candidates who are successful at this stage will be invited to an interview.

At interview, candidates will be assessed against Behaviours, Technical Skills and Strengths.

Expected timeline (subject to change)

Expected sift date w/c Monday 17th February 2025

Expected interview date/s TBC

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.

Reasonable adjustments

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 menurecruitment.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.

Further information

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

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

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.

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

A reserve list will be held for a period of 3 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. Determine your eligibility at: <https://www.childcarechoices.gov.uk>

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 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.

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.

This role is full time only. Applicants who wish to work an alternative pattern are welcome to apply however your preferred working pattern may not be

available and you should discuss this with the vacancy holder before applying.

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 : Harrison Archer

Email : harrison.archer@cabinetoffice.gov.uk

Recruitment team

Email : menurecruitment.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

If you are not satisfied with the response you receive, then you can contact the Civil Service Commission at 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>.

