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.

c483e6d8b7bb5bf5770ccabd33e85988.1771

Accept additional cookies

Reject additional cookies

1771472468-30c3567e21a52c01cacec44dec

| change |
| Language |
| 121 |
| BQsDAAAABgoBMQAAApzZWFyY2hwYWdlC |
| 1224 |
| yes |
| 1771472468-30c3567e21a52c01cacec44dec |

Senior Java Software Engineer

Department for Work and Pensions

Apply before 11:55 pm on Sunday 1st March 2026

Department
for Work &
Pensions

Reference number

448143

Salary

£57,946 - £80,664

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Contract type

Permanent

Business area

DWP - Digital

Type of role

Digital
Engineering
Information Technology

Working pattern

Flexible working, Full-time, Job share, Part-time

Number of jobs available

9

Contents

Location

This role may be located in one of the following locations; Birmingham, Blackpool, Leeds, Manchester, Newcastle or Sheffield.

Please find further information on the Corporate hub locations here.

Please note that for candidates requesting to work in Newcastle, the role will

initially be based at Benton Park View. It will then move to 1 Pilgrim Place in Newcastle city centre by the end of 2027.

About the job

Job summary

Are you a Senior Software Engineer with a real focus on Java, looking to utilise cutting edge technologies to develop and deliver products?

Do you want to use your skills and experience to help deliver high value applications and processes to a wide variety of stakeholders, supporting DWP s digital transformation?

If so, this is a fantastic opportunity to join an exciting, high-profile team delivering real business value and improving the experience and outcomes for our many customers!

We re looking for outstanding Senior Software Engineers who have a strong background in Java who want to contribute to demanding and exciting digital services for the UK Government. Be part of changing the face of public services with the potential to dramatically transform the future of millions of people.

Our Engineers build and run applications as part of a multi-functional agile delivery teams.

What really excites the successful candidate is problem-solving and the opportunity to deliver innovative technology that carries real value for users.

The candidate will be expected to draw value from collaboration with others, actively seek input from colleagues and value a multidisciplinary team over hierarchy.

Job description

Our Senior Software Engineers are skilled practitioners and role models for software craft within DWP. You will develop and maintain software products

that make up citizen and organisation facing services and contribute towards their design.

You will be responsible for the operational stability of the products you build and be able to affect change in the on-going robustness and resilience of those products.

You will work within, and contribute to, the overall Software Development Lifecycle Process as part of a multi-functional Agile delivery team focused on one or more products.

Our Software Engineers are skilled practitioners and role models for software craft within DWP.

You will:

- Work as a leader within one or more multidisciplinary agile delivery teams,

- Be responsible for the Line management, coaching and mentoring other engineers.

- Promote software engineering practices and establishing collaborative team cultures that produce world class software solutions.

- Use your skills in software design principles, patterns and paradigms to produce software products used by millions of people.

- Focusing on operational stability, robustness, resilience, availability and quality you will be accountable for the code you and your teams produce.

- Building robust and accessible User Interfaces (UIs) that work for as many users as possible, regardless of their needs

- Building and consuming APIs, with a focus on an API first design approach.

- Monitoring system robustness, resilience and stability.

- Collaborating with other areas to help build comprehensive suites of automated tests to improve product quality.

- Lead and participating directly in agile ceremonies and contributing ideas.

- Promote and support the following of best practice and guide our teams on how to deliver quality software products.

- Help design and support the strategies for building reusable libraries and services.

Support Software Engineering teams providing technical leadership and guidance.

Support and set the strategic direction for product team(s) and the wider Software Engineering community.

Person specification

See selection process for further details.

If you would like to learn more about the role, please contact Oliver.Canham1@dwp.gov.uk

Technical skills

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

Technical Breadth

Benefits

Alongside your salary of £57,946, Department for Work and Pensions contributes £16,786 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

We also have a broad benefits package built around your work-life balance which includes:

Working patterns to support work/life balance such as job sharing, term-time working, flexi-time and compressed hours.

Generous annual leave   at least 25 days on entry, increasing up to 30 days over time (pro rata for part time employees), plus 9 days public and privilege leave.

Support for financial wellbeing, including interest-free season ticket loans for travel, a cycle to work scheme and an employee discount scheme.

Health and wellbeing support including our Employee Assistance Programme for specialist advice and counselling and the opportunity to

join HASSRA a first-class programme of competitions, activities and benefits for its members (subscription payable monthly).

Family friendly policies including enhanced maternity and shared parental leave pay after 1 year s continuous service.

Funded learning and development to support progress in your role and career. This includes industry recognised qualifications and accreditations, coaching, mentoring and talent development programmes.

An inclusive and diverse environment with opportunities to join professional and interpersonal networks including Women s Network, National Race Network, National Disability Network (THRIVE) and many more.

Hybrid Working

This role may be suitable for hybrid working, which is where an employee works part of the week in their DWP office and part of the week from home. This is a voluntary, non-contractual arrangement and your office will be your contractual place of work.

If a hybrid working arrangement is suitable for the role and for you, you will normally be required to spend a minimum of 60% of your contracted working hours from your DWP office.

If you have a disability, caring responsibilities, or other circumstances that may affect your ability to meet the minimum office attendance requirement, please discuss this with us using the contact details in this advert.

Salary Information

Pay for this role is from £57946 to £80664.

The maximum salary for the grade is £68205, however a Digital Allowance of up to £12459 per annum is available for exceptional candidates. Digital Allowance is non-salary, and non-pensionable, and is classed as a temporary allowance. It is reviewed annually where it could be retained, amended, or removed.

Our offer to successful candidates will be based on an assessment of your skills and experience as demonstrated at interview.

Existing Civil Servants who secure a new role on lateral transfer will maintain their current substantive salary.

Existing Civil Servants who gain promotion will move to the bottom of the grade pay scale or receive a 10% increase applied to their current substantive salary, whichever is greater.

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 Experience and Technical skills.

Stage 1: Application

Your application will consist of four parts:

1. A Personal Details application form.

2. Employment history - this should contain your work experience and any skills, qualifications and accomplishments relevant to the jobs you have completed.

3. Personal statement - up to 1000 words. This statement should be used to provide examples of how you meet the essential criteria below:

Extensive experience of Test-Driven Development (TDD) and Behaviour Driven Development (BDD) practices and techniques.

Knowledge and experience of APIs, RESTful services and Microservice Architectures.

Expert knowledge and extensive experience of developing on cloud-based environments like AWS and Azure.

Knowledge and experience of SQL and NoSQL database applications such as Postgres, MySQL and MongoDB.

Experience and the skills required to build up a useful, robust automated test suite to support a continuous deployment environment.

Experience of leading multidisciplinary engineering teams, communicating with stakeholders, driving delivery, ensuring standards, ways of working and building supportive and collaborative culture.

4. Technical statement (up to 250 words). The following statement is aligned to the required technical skill of Technical Breadth. This statement should be used to provide example(s) of how you meet the criterion below:

Expert knowledge and extensive experience of modern Java technologies, frameworks, standards and design principles within large scale systems.

Ensure that all examples provided in your statements are taken directly from your own experience and that you describe the examples in your own words. If you choose to use gen-AI to support your statements, you must follow the guidelines outlined in the **Artificial intelligence and recruitment guide.**

The sift panel will use the information in your employment history, personal statement, and technical statement to assess your experience, skills and knowledge.

An initial sift will be conducted using the technical statement. Candidates who pass the initial sift will be progressed to a full sift.

If you do progress to a full sift, you will be provided with one combined overall assessment score for both your employment history and Personal Statement.

For Hints and Tips on completing your application visit Applying for jobs at DWP Digital.

Important Information

You will be asked to complete your employment history. Any information that you would customarily share on a CV should therefore be entered onto the application form.

Personal details that could be used to identify you including your name, contact details and address must be removed for your application to be considered.

If your employment history, personal statement or technical statement contain any personal details your application will be withdrawn.

Stage 2: Coding Test

Candidates who are successful at the sift stage will be sent a coding test to complete remotely. The exercise will focus on the technical elements listed in the essential criteria in this advert.

Full details will be sent to candidates when the exercise is issued. Candidates will have 7 days to complete the test from the date of receipt. Candidates that are not successful in the technical exercise will not progress to the interview stage.

Please add: Digital.EngineeringRecruitment@dwp.gov.uk to your safe senders list or monitor your spam folder to ensure safe receipt of the code test via email.

The code test must be completed by the candidate using their skillset without using any AI or generative tools.

Stage 3: Interview

If you re successful at the coding stage, you ll be invited to a video interview via Microsoft Teams. During the interview, you ll be assessed against the experience criteria listed under both the essential and technical skill.

Interviews will take place from the end of March 2026. Sift and Interview dates to be confirmed.

Further Information:

Find out more about [Working for DWP](#)

If high application volumes are received, the benchmark for candidates to proceed to the next stage may be raised. In line with our commitment to the Disability Confident Scheme (DCS), we aim to advance all candidates applying under the DCS who meet the minimum standard. However, we may only progress those candidates who best meet the required standards.

A reserve list may be held for a period of 6 months from which further appointments can be made.

All successful candidates and those placed on reserve will be posted in merit list order by location.

For these vacancies, we strongly recommend that applicants consult with an immigration specialist or qualified advisor to assess their eligibility for Visa Sponsorship before deciding to apply. Please note that while we consider sponsorship requests in accordance with current DWP guidance and Home Office policy, sponsorship cannot be guaranteed.

Reasonable Adjustment

At DWP we value diversity and inclusion and actively encourage and welcome applications from everyone, including those that are underrepresented in our workforce.

We consider visible and non-visible disabilities, neurodiversity or learning differences, chronic medical conditions, or mental ill health. Examples include dyslexia, epilepsy, autism, chronic fatigue, or schizophrenia.

If you need a change to be made so that you can make your application, you should: Contact Government Recruitment Service via **DigitalRecruitment.grs@cabinetoffice.gov.uk** as soon as possible before the closing date to discuss your needs.

Complete the Reasonable Adjustments 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.

For further information on reasonable adjustments, terms and conditions and how we recruit visit the How we recruit page.

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. 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. Applications will be screened and if evidence of plagiarism or copying examples/answers from other sources is found, your application will be withdrawn. Internal DWP candidates may also face disciplinary action.

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

Security

Successful candidates must undergo a criminal record check.

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 <u>Great Place to Work for Veterans (opens in a new window)</u> initiative.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. <u>Read more about prison leaver recruitment (opens in new window)</u>.

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 :   Oliver Canham

Email :   Oliver.Canham1@dwp.gov.uk

Recruitment team

Email :   DigitalRecruitment.grs@cabinetoffice.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission Recruitment Principles. If you wish to make a complaint, please find further details here: https://careers.dwp.gov.uk/how-we-recruit/.