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Lead Software Developer (Ref: 2897)

Ministry of Justice

Apply before 11:55 pm on Friday 21st February 2025

Ministry of
JUSTICE

Reference number

391143

Salary

£56,532 - £64,048

The national salary range is £56,532 - £64,048, London salary range is £61,201 - £69,338. Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Grade 7

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

6

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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

These positions are based nationally.

Job description

Lead Software Developer

Location: National*

Closing Date: 21st February

Interviews: (subject to change) w/c 10th March

Grade: Grade 7

(MoJ candidates who are on a specialist grade, will be able to retain this grade on lateral transfer)

Salary (for more information, please refer to the T&Cs on the bottom):

London: £61,201 - £78,225 (which may include an allowance of up to £17,024) National: £56,532 - £73,450 (which may include an allowance of up to £16,918)

Working pattern: Full-time, part-time, flexible working

Contract Type: Perm

***We offer a hybrid working model, allowing for a balance between remote work and time spent in your local office. Office locations can be found [ON THIS MAP](#)**

The Role

We're recruiting for **Lead Software Developers** here at HMPPS (His Majesty's Prisons and Probation Service) at [Justice Digital](#), to join our warm and collaborative teams.

This role aligns against the Software Developer role from the Government Digital and Data Framework.

We really want to hear from people who value making a difference and building user-centred services using modern tools and practices as part of a highly collaborative team. We strongly encourage empathetic approaches and cross functional working and are looking for people to help build on this culture of agility and openness.

As an example, you could be helping teams that are:

Helping Probation staff to prepare court cases

Improving outcomes for offenders by building tools to manage rehabilitation services in our Probation team

Implementing solutions to manage identity data about the people we look after or link up to our heritage systems to help the flow of information around the organisation.

To help picture your life at MoJ Justice Digital please take a look at our blog and our Digital and Technology strategy 2025

Key Responsibilities

In addition to hands-on development, you will inspire, mentor, coach, manage and lead Software Developers within a business domain. You will focus on generating a culture of quality, maintaining balance between building sustainable well architected products and unlocking citizen value early. The areas of your responsibility for leadership will shift between people, architecture, development and product strategy, depending on context and need. You will have responsibility for one team, or two small related teams, and report to the Principal Developers.

Technical Leadership:

Collaborate with Technical Architects and Product Managers to set product direction

Collaborate with Technical Architects to help in the design of systems and implementation of coherent and sustainable technical roadmaps

Lead discussions with Developers to nurture consensus on technical/team decisions

Support backlog refinement, helping plan, define and prioritise actionable tasks for the team

Build inclusivity and understanding by promoting strategies to share technical knowledge of our systems with appropriate documentation and other activities

Support Delivery Managers in unblocking value where necessary and/or honest representations of effort in an agile environment as the teams learn more

Engineering Management:

Managing, coaching and growing people with a focus on their wellbeing and development

Support Delivery Managers in improving team maturity

Engineering Profession:

Work with your local Principal Developers and the wider community to improve and maintain good coding standards and practices

Help provide feedback on wider technical strategy of your business unit

Share knowledge and build enthusiasm for sharing via activities like brown bags, cooperative workshops, chat discussions and other means

Encourage open discussion and drive communities in our primary communication tools

Have a mindset for growth and learning, looking for emerging technologies, tools and good practice

Help build and maintain a diverse, inclusive culture across the development community, growing awareness, inclusivity, and balance

Take part in the recruitment and onboarding of other Developers

If this feels like an exciting challenge, something you are enthusiastic about, and want to join our team please read on and apply!

Benefits

37 hours per week and flexible working options including working from home, working part-time, job sharing, or working compressed hours.

A £1k per person learning budget is in place to support all our people, with access to best in class conferences and seminars, accreditation with professional bodies, fully funded vocational programmes and e-learning platforms.

Staff have 10% time to dedicate to develop & grow.

Generous civil service pension based on defined benefit scheme, with employer contributions of 28.97% from April 1st 2024 (Contribution Rates)

25 days leave (plus bank holidays) and 1 privilege day usually taken around the Kings birthday. 5 additional days of leave once you have reached 5 years of service.

Compassionate maternity, adoption, and shared parental leave policies, with up to 26 weeks leave at full pay, 13 weeks with partial pay, and 13 weeks further leave. And maternity support/paternity leave at full pay for 2 weeks, too!

Wellbeing support including access to the Calm app.

Bike loans up to £2500 and secure bike parking (subject to availability and location).

Season ticket loans, childcare vouchers and eye-care vouchers.

5 days volunteering paid leave.

Free membership to BCS, the Chartered Institute for IT.

Some offices may have a subsidised onsite Gym. Person Specification

Essential:

You have experience making and guiding complex technical decisions and contributing to technical strategy

You have experience nurturing a culture of good software practice that makes change easy

You have contributed towards building a high performing, inclusive team culture

You have experience in delivering value sooner and safer, through DevOps, XP or other ways of working that lead to agility and collaboration

You have experience either coaching or managing other people

You have been involved in building or contributing to a community of practice

Contribution towards the team e.g. being point of contact or team advocate, working with stakeholders, helping with DM/PM activities, improving processes

Contribution towards other developers: e.g. coaching / training / inspiring; encouraging L&D

You will be required to meet the requirements for SC clearance.

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](#) and the [Civil Service D&I Strategy](#). Our Tech Stack We rely on **Java**, **Kotlin** or **NodeJS** to write our application code, **Circle CI** or **GitHub Actions** for CI/CD, **Sentry** for application monitoring, **Kubernetes** and **Docker** to schedule and run our services (read about our [Cloud Platform](#)), **AWS** for most of our infrastructure, **GOV.UK Design System** for our web interfaces and use **Macbook Pros**. For front-end development, we value a robust understanding of the underlying web technologies. We value well-maintained, open-source tools that can be used to produce semantic **HTML**, performant **CSS** and unobtrusive **JavaScript** or **TypeScript**, and we assess all our services against **accessibility** criteria. For more information about the technologies, platforms and techniques we regularly use, refer to the [HMPPS Tech Radar](#). We're happy to help you learn our tech stack once you're part of our team, and do not require an exact match in your experience of languages. Check out [GitHub](#) for a closer look at the technologies we use, and a complete list of services that we build and maintain. We subscribe to the [manifesto for agile software development](#).

How to Apply

Candidates must submit a **CV and Supporting statement (750 words)** which describes how you meet the requirements set out in the Person Specification above.

Failure to provide both documents will result in a rejection of your application.

In Justice Digital, we recruit using a combination of the **Government Digital and Data Profession Capability** and **Success Profiles** Frameworks. We will

assess your Experience, Technical Skills and the following Behaviours during the assessment process:

Leadership

Working Together

Developing Self & Others

Making effective decisions

Delivering at pace

A diverse panel will review your application against the Person Specification above.

Successful candidates who meet the required standard will then be invited to a 1-hour panel interview held via video conference.

Should we receive a high volume of applications, a pre-sift based on experience making and guiding complex technical decisions will be conducted prior to the sift. Should you be unsuccessful in the role that you have applied for, but demonstrated the capability for a role at a lower level, we reserve the right to discuss this opportunity with you and potentially offer you the position without the need for a further application.

A reserve list may be held for up to 12 months, from which further appointments may be made.

Terms & Conditions

Please review our [Terms & Conditions](#) which set out how we recruit and provide further information related to the role and salary arrangements. If you have any questions, please feel free to contact recruitment@digital.justice.gov.uk

Person specification

Please refer to attached job description.

Benefits

Alongside your salary of £56,532, Ministry of Justice contributes £16,377 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

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 Civil Service pension 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

Selection process details

How to Apply

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A reserve list may be held for up to 12 months, from which further appointments may be made.

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.

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

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://www.jobtrain.co.uk/justicedigital/Job/JobDetail?jobid=591&isPreview=Yes&advert=external>

