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Software Developer

Companies House

Apply before 11:55 pm on Wednesday 15th January 2025

Companies House

Reference number

382458

Salary

£40,398

Successful candidates will be offered £40,398. All our roles come with an excellent benefits   package, including the generous Civil Service Pension Scheme. Further salary increases depend entirely upon the outcome of our annual pay negotiation with central government. If you are a current Civil

Servant transferring to us, your salary will be discussed in line with our pay policies.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Executive Officer
Junior DIT

Contract type

Permanent

Business area

CH - Digital Services

Type of role

Digital
Information Technology
Other

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

4

Contents

Location

Cardiff, Wales, CF14 3UZ

About the job

Job summary

We are looking for Software Developers with Java and/or NodeJS experience.

Our current technology stack is below:

AWS, Docker, Go, Java, Kafka, Spring, Node.js, TypeScript, MongoDB, Oracle

Companies House offers a flexible and welcoming culture that promotes a healthy work life balance as well as a proactive approach to wellbeing that allows us to be our best at work. We recognise that people are the key to our success so offer a fantastic benefits package including flexible working with no core hours, 30 days annual leave, 8 bank holidays and 1 privilege day as well as enrolment into the Civil Service Pension scheme with a contribution rate averaging 28%.

Companies House cannot offer Visa sponsorship to candidates through this campaign.

Find out more about what a great place Companies House is to work

Job description

As a Developer you'll join one of our many Agile Software Development teams. A typical team is made up of an agile delivery manager, developers, testers, user researchers, analysts and a product owner.

You ll be responsible for:

  Designing efficient and maintainable solutions

Contributing and adhering to our technical standards

Maximising the automated test coverage to help move to continuous delivery

Ensuring code quality through code reviews

What it is like to work in Companies House

Inclusive and diverse teams are important to us. Wherever possible we offer flexible working arrangements. We'll support you to meet other commitments and help you strike a better work-life balance. We re keen to create an environment that works for everyone, and we particularly encourage applications from different underrepresented demographics.

Half a day a week is devoted to Innovation time where everyone in digital can work on whatever they choose, be that building new applications, trying new technologies or working towards certifications, it s up to you. In addition to this we offer lots of opportunities to have training as and when it is needed. We trust and empower our staff to work in a way which best suits them.

Companies House is an award-winning employer, with an Investors in People Platinum Award we are at the forefront in ensuring our staff reach their full potential in building brilliant services on cutting-edge technology. You ll be joining our Software Engineering Profession at a time of transformation and you will be a part of shaping the future of our department. We use Agile Methodologies and promote a culture of continuous improvement.

Person specification

We're looking for the following experience, which will be assessed at sift and at interview. Please refer to the 3 bullet points in bold below when writing your personal statement (including examples).

2 years knowledge of programming tools, frameworks, and techniques in at least one of the following ecosystems: Java, or Node (you will be expected to learn to become proficient in the other once in post as required according to business needs)

Experience of developing software throughout the delivery lifecycle.

Knowledge of RESTful APIs.

A passion for high quality, well-crafted code, and associated tooling.

A degree in computing or similar would be an advantage.

You embrace continuous integration and have a continuous delivery mindset.

You are patient and can help support and mentor others with different degrees of expertise to maximise their potential.

You have excellent communication skills and can help explain complicated technical issues to individuals who don t share the same technical experience.

Knowledge of any of the following technologies/approaches: Concourse CI, Go, Kafka, MongoDB, Oracle SQL, Typescript, Docker, Terraform.

Knowledge of microservice driven architecture.

Knowledge of developing in the Cloud.

Behaviours

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

Changing and Improving

Making Effective Decisions

Developing Self and Others

Technical skills

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

Systems Integration

Development Process Optimisation

User Focus

Programming and Build

System Design

Benefits

Alongside your salary of £40,398, Companies House contributes £11,703 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

We believe that our success is driven by the well-being and satisfaction of our team members at all levels of the organisation. At Companies House we re committed to providing a comprehensive benefits package that goes beyond the ordinary, ensuring your career journey with us is not only fulfilling, but also rewarding. We pride ourselves on offering a quality work-life balance with our employee wellbeing being central to our working practices.

Head to Our benefits - Working for us - Recruitment (companieshouse.gov.uk) to find out more about the fantastic benefits package we have at Companies House.

We celebrate diversity...

As an equal opportunity employer, we celebrate diversity, being committed to ensuring we re representative of the citizens we serve and creating an inclusive environment. Everyone in Companies House brings something different, and so will you. To fulfil our commitment to recruiting and attracting diverse talent we welcome applications from underrepresented groups. We also welcome applications from Welsh speakers.

We are proud to be a disability confident leader. Our recruitment process is fully inclusive and we can make adjustments as needed through our process. These could include having an interview buddy, extra time at interviews/ assessments and receiving interview questions in advance, to name a few. We will be happy to discuss any person-centred adjustments, please contact us by emailing recruitmentCH@companieshouse.gov.uk

Where will you be working?

You will be aligned to our Cardiff Office, where we are currently using a hybrid approach to the way we work. Our approach to hybrid working provides opportunities for you to be adaptable in the way you work so that you can achieve a healthy balance between your work and home life. The degree of

choice you have will depend on business need, your role and your day-to-day work activities and will be discussed at offer stage. Remote contracts will only be offered to successful candidates who are not a commutable distance to our Cardiff, Belfast or Edinburgh offices. If you are located a reasonable distance to one our offices, you will receive a hybrid contract aligned to one of our offices.

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.

In your application form we d like you to:

1. Tell us about your employment history, including key responsibilities, projects worked on and achievements specifically relevant to the responsibilities and experience detailed above. We're keen to know the depth of your skills and experience so please include any details to demonstrate these.

2. Write a personal statement of 500 words where you demonstrate how you meet the required experience detailed in the top 3 bold bullet points in the person specification, including work-based examples to demonstrate your level of skill:

   2 years knowledge of programming tools, frameworks, and techniques in at least one of the following ecosystems: Java, or Node (you will be expected to learn to become proficient in the other once in post as required according to business needs)

   Experience of developing software throughout the delivery lifecycle.

   Knowledge of RESTful APIs.

What will the process look like?

We will sift applications and then invite successful candidates from the sift stage to attend a virtual interview.

At sift candidates will be assessed against experience listed in the advert and are asked to supply work history/personal statement and reference

any transferable skills using the job description for reference. The personal statement should address how you demonstrate the top 3 bold bullet points listed in the person specification (and above).

At interview candidates will be assessed against the Behaviours and Technical Skills listed in the advert and we will use Success Profiles Behaviours, Technical Skills and Strengths.

At the beginning of your interview you will be given a technical activity and will be asked to screenshare as you work through it. You'll have time to read the instructions and then have 40 minutes to work through the exercise, followed by a brief chat about the approach used and any other discussion points. The technical activity will be assessing Technical Skills: Programming and Build.

After the activity you'll have a 5 minute break before heading into the Behaviours, Technical Skills and Strengths questions.

We plan to sift 16 & 17 January and interview w/c 20 January and w/c 27 January. This might need to change - we will keep you informed as you move through the process.

We may also raise the score required at any stage of the process if we receive a high number of applications.

We re committed to being diverse and inclusive, so please make your application anonymous by removing all identifying personal information (such as names and dates) from your employment history and personal statement.

We understand that you might use AI and other resources for your application; however, please ensure all information you provide is factually accurate, truthful, and original and doesn t include ideas or work that isn t your own. This is so that your application is authentically and credibly your own. More information on the ways you should and shouldn t use AI can be found here.

Our recruitment process is underpinned by the principle of recruitment based on fair and open competition with decisions made on the basis of merit, as outlined in the Civil Service Commissioners Recruitment Principles.

As part of our recruitment process, it is essential for all candidates to independently verify their eligibility to work in the UK before applying. This includes a thorough check of your right to work to ensure compliance with UK

employment laws, being mindful of the recent changes to going rates detailed on GOV.UK. Please ensure you have the necessary documentation and permissions in place. Our team is dedicated to fostering a diverse and inclusive workforce and encourages applicants from all backgrounds to apply. However, it is the candidate's responsibility to ensure they meet the UK's legal requirements to work.

Sponsorship

Companies House cannot offer Visa sponsorship to candidates through this campaign. Companies House holds a Visa sponsorship licence but this can only be used for certain roles and this campaign does not qualify.

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 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 :   Katie Jones

Email :   kjones6@companieshouse.gov.uk

Recruitment team

Email :   recruitmentch@companieshouse.gov.uk

Further information

We welcome applications in Welsh / Rydym yn croesawi ceisiadau yn y Gymraeg. Selection for appointment to the Civil Service is on merit, on the basis of fair and open competition, as outlined in the Civil Service Commission s Recruitment Principles. In accordance with the Civil Service Commissioners Recruitment Principles, our recruitment and selection processes are underpinned by the requirement of appointment on the basis of merit by fair and open competition. If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, you should contact infopoint@companieshouse.gov.uk in the first instance. If you are not satisfied with the response you receive you can contact the Civil Service Commission .

info@csc.gov.uk

Civil Service Commission, Room G/8, 1 Horse Guards Road SW1A 2HQ