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Senior Software Developer Low Code (Ref:2908)

HM Courts and Tribunals Service

Apply before 11:55 pm on Wednesday 26th February 2025

HM Courts
& Tribunals
Service

Reference number

390967

Salary

£56,532 - £69,338

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.

Roles will be recruited using a combination of the Government Digital and Data (GDD) Profession Capability Framework and Success Profile Frameworks. Using GDD we will then determine if you will be paid an additional allowance on top of your basic salary.

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

Number of jobs available

1

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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

This position is based nationally

Job description

These are exciting times at HM Court and Tribunals Service (HMCTS). As an agency of the MoJ, we support the judiciary across England and Wales to deliver justice by running courts and tribunals and processing outcomes, and we are looking for talented people to help us achieve our ambitions. It will be challenging, important and rewarding.

HMCTS Digital and Technology Services (DTS) is a specialist technology directorate which provides support to HMCTS in the use of IT and Digital.

DTS is committed to being a great place to work and part of our offer is brilliant training opportunities and support from expert colleagues. As well as that you'll find flexible working, an inclusive culture, and a place where your opinion is valued.

Please follow the link below for further information about HMCTS. www.gov.uk/government/organisations/hm-courts-and-tribunals-service

The key purpose of the role:

At HMCTS, we're using cutting-edge low-code technologies like Microsoft Power Platform and UiPath Robotic Process Automation to deliver fast,

secure, and critical business solutions. Our low-code team is made up of talented developers who work together to make a real difference.

As a Senior Developer, you'll be a key part of this team working closely with developers, user researchers, product managers, business analysts, delivery managers, and architects. Together, you'll innovate and transform public services to facilitate swift access to justice.

You'll lead and mentor a team of developers, design, develop, and deploy low-code solutions, work with stakeholders to understand their needs, and ensure solutions are secure, reliable, and efficient.

You'll need experience with low-code platforms like Microsoft Power Platform and UiPath, strong technical skills, excellent communication and collaboration skills and a passion for technology.

Technologies:

We rely heavily on:

- Power Platform for low-code development

- UiPath for Robotic Process Automation

- Power Platform Pipelines for deployment

- Dynatrace for application monitoring

- Azure for most of our infrastructure

- Dataverse and SQL Server as our databases.

- GOV.UK Design System for our web interfaces

- Macs to do all the above

In addition, we use a range of other technologies and continue to evolve by employing new technologies that help us deliver better services to our users

Key responsibilities:

- Write, amend, refactor and document code to build complex programs/scripts, and as required leading on these activities. Adhere to internal

process and procedures, promoting and advising others which software development standards, processes & procedures apply.

Constantly seek to learn and further develop your skills as required for your role. Monitor changes in the tech stack you use and alert on any major changes affecting our software. Adhere to industry's best practices, produce well-engineered modern products and guide others to do so in a highly competent manner.

Ensure that products are secure, engineered to mitigate security threats and have the necessary security controls in place. Ensure that information is handled with confidentiality and integrity, and that products are compliant. Identify and raise risks and support Information Assurance activities.

Support and maintain software as required, including in the live environment. Use modern tools to identify, troubleshoot and fix faults effectively and thoroughly. Package and deploy software built. Some activities may be outside the core office hours (in-line with the organisation's policy for OOH).

Plan the development on sets of related stories and coordinate integration tasks across systems. Contribute to selection of the software development approach (plan-driven, iterative/agile etc.) for projects. Identify process optimisation opportunities with guidance and support activities to improve the development process. Choose the most appropriate from a variety of methods of prototyping, actively solicit prototypes with others.

Define, analyse, plan, forecast, measure, maintain and improve all aspects of the availability of services. Control and manage service availability to meet the needs of the business in a cost-effective manner. This includes managing the capability, functionality and sustainability of service components (for example, hardware, software, network resources and software/infrastructure as a service).

Define the integration build. Coordinate build activities across systems and undertake and support integration testing activities.

Take a test-driven approach to software development, write complex automation test scripts and participate in testing. Participate in code reviews of own work and leads code reviews of colleagues' work.

Guide and advise others on technical areas you have expertise in, modern development standards and approaches to understand user stories. Coach

and mentor more junior colleagues. Lead on and participate in recruitment as required.

Participate in and lead on procurement activities as required.

Translate user stories to a proposed design and develop software to meet user needs. Collaborate with user researchers, represent users internally and champion user research to focus on all users.

The post holder may be expected to travel between sites, for meetings, events etc as and when required.

Skills & Experience:

Sound knowledge in one programming language for development of enterprise and public facing applications, ideally in our core stack (Java and JavaScript).

Knowledge of one low-code platform ideally in our core stack (Power Platform and UiPath).

Sound knowledge of HTTP and at least one RDBMS (e.g. SQL Server).

Sound knowledge in a wide range of technologies and libraries used in an enterprise, such as logging and monitoring, authentication/authorisation, cloud hosting environments, systems integration, source control, package management etc.

Experience of mentoring, coaching or leading other developers.

Experience of working with modern tools and techniques.

An understanding of common security issues and how to mitigate them.

You will also want to make a positive impact on the communities we serve.

You are looking for new technical and leadership challenges.

You thrive when you work as part of a team.

You enjoy learning and helping others.

You hold yourself and others to a high standard.

You solve problems in a systematic way.

Person specification

Please refer to Job Description

Behaviours

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

Leadership

Delivering at Pace

Technical skills

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

GDD Skill 1 - Development process optimisation

GDD Skill 2 - Modern development standards

GDD Skill 3 - Programming and build (software engineering)

GDD Skill 4 - Systems integration

Successful sift candidates will be invited to a pre-interview technical online test. If successful, you will move on to the interview stage, which will also include a coding challenge that you will have time to prepare for.

Benefits

Alongside your salary of £56,532, HM Courts and Tribunals Service 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

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

<https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ>

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.

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 : 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://jobs.justice.gov.uk/careers/JobDetail/2908?entityId=2908>

