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D2/G7 Lead Software Engineer

Insolvency Service

Apply before 9:00 am on Monday 3rd February 2025

The Insolvency Service

Reference number

386208

Salary

£55,000

This role also attracts an additional Recruitment & Retention Allowance of up to £5,150

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7
D2

Contract type

Permanent

Business area

Insolvency - Change and Technology Services

Type of role

Digital
Information Technology
Insolvency

Working pattern

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

Number of jobs available

1

Contents

Location

Birmingham, Cardiff, Edinburgh, Exeter, Ipswich, Leeds, Manchester, Newcastle-upon-Tyne, Nottingham

About the job

Job summary

We have an exciting opportunity for a talented, enthusiastic Lead Software Engineer within The Insolvency Service's Digital Services Team. We are responsible for developing, maintaining and supporting the agency s line of business applications.

We d love you to consider working for us. Working within the Change and Technology Services directorate, the Digital Services Team maintains, enhances and supports a line of business applications that form the backbone of The Insolvency Service s digital offering. We re looking for talented and enthusiastic people to come and join our flexible, family-friendly team.

Digital Services prides itself on making your working environment a great place to build a career. We offer continuous investment in your future, with opportunities for training, and developing your skills, whilst at the same time doing something that matters. As well as that you ll find flexible working and an inclusive culture and a place where your opinion is valued.

About The Insolvency Service

The Insolvency Service is a leading Government agency which plays a crucial role in providing essential services to the public and to business. The work we do is important to the proper functioning of markets, the economy in general and support for thousands of people each year who are in financial difficulty.

Inclusive and diverse teams are important to us. We welcome and encourage applications from everyone, including groups underrepresented in our workforce. The Insolvency Service strives to ensure that the agency is a safe, inclusive and welcoming place for everybody to bring their true self to work

and to help the agency to achieve its diversity objectives. We have 10 active employee network groups available to join or become an ally, these include, Carers Network, Disability & Health, FACES Network Group, Grass Roots, LGBT+, Mind Matters, No Limits, Part Time Workers, The Shed, and Women s Network Group.

We offer full-time, part-time, job share and flexible ways of working. We value capability, technical skills and experience and we place great emphasis on lifetime development to support our people. We encourage our employees to become more involved in areas they feel strongly about, whether it be for the benefit of the agency, though our Engagement network or in their own local communities via volunteering opportunities.

The Insolvency Service is a great place to work, learn and grow your career!

Job description

Digital Services is a predominantly an in-house team, with a small 3rd party DevSecOps function. We ve recently moved away from a hybrid development and support partnership, with the aim of bringing the function in-house. We are also consolidating our technology stack and moving away from legacy services, so this is a fantastic opportunity to help shape our digital services and the way we work for a sustainable, user centric future. We would love to for you to be part of that new team.

Digital services is part of Change and Technology Services (CTS) who support and improve applications and systems across the agencies IT landscape. CTS provide key services including digital services, cyber security and information governance, service architecture and governance and digital programme delivery.

Responsibilities

As a Lead Software Engineer you will:

Support the design and lead the implementation of digital services using C#, HTML, CSS, JavaScript (client-side, express.js, hapi) and the Azure stack, i.e. Azure SQL, Cosmos DB, AI Search, Azure app services, Function apps, meeting the requirements of the Technology Code of Practice and Gov.UK Service manual.

Work with a multi-disciplinary team and business stakeholders, fostering good relationships and responding to views and challenges from others.

Provide technical support for a small team of engineers across one or two digital services.

Ensure that we build digital products that are interoperable, share components and are sustainable, i.e. perform well and share infrastructure as much as possible to keep energy use and costs as low as possible.

Work with the wider agency leadership team, promoting the work of digital services, helping build and maintain a diverse inclusive culture across the agency

Develop and sustain modern development standards, practices and techniques in our development team

Support, coach and mentor less experienced developers in the team.

Advocate user-centric, agile approaches which focus on efficient, effective delivery of high-quality digital services within the team and the wider agency.

Transform government into a modern, agile development centre by embedding practices such as Behaviour and Test-Driven Development, continuous deployment, and DevOps.

Person specification

To be successful in this role, you will need:

Proven ability to lead the delivery of complex software solutions across all project phases in a multi-disciplinary agile team, utilising C#, JavaScript and the Azure stack.

Experience of IaaS and PaaS solutions and ability to analyse legacy services to upgrade to PaaS.

To understand the importance of good documentation, contribute to the design of- and support the architectural decision making for our digital services.

Enthusiasm for sharing knowledge and mentoring others, supporting the team and nurturing its growth.

Knowledge and experience of modern development practices such as BDD and TDD, CI/CD, and DevOps, modern development workflows, ideally

using GitHub, as well as an understanding of modern design principles such as clean architecture, OOP, SOLID, RESTful APIs.

A good understanding of web application security and awareness of the OWASP Top 10 security vulnerabilities.

Behaviours

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

Delivering at Pace

Working Together

Technical skills

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

Candidates who are invited to interview will be asked to review a hypothetical technical scenario that will be provided at interview. The candidate will be asked to outline their approach to that scenario and questioned regarding their response.

Benefits

Alongside your salary of £55,000, Insolvency Service contributes £15,933 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

We want you to have a good work-life balance and want to support you in all that you do, so we offer a great benefits package including:

flexible working arrangements and flexi-time

full time new entrants to the Civil Service and those Civil Servants on modernised terms and conditions will be entitled to 25 days leave increasing on a sliding scale to 30 days after 5 years   service

in addition to this you are entitled to 8 public/bank holidays plus an additional day of privilege leave

competitive maternity, paternity and parental leave

5 days paid leave for learning and development

5 days paid for volunteering

a Cycle to work scheme

staff have access to an employee assistance programme, Workplace Wellness, for confidential, independent support and advice during difficult times in either their professional or personal life

Your pension is a valuable part of your total reward package where the employer makes a significant contribution to the cost of your pension. Your contributions come out of your salary before any tax is taken. This means, if you pay tax, your take-home pay will not be reduced by the full amount of your contribution; and your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. For more information, visit www.civilservicepensionscheme.org.uk

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.

As part of the application process you will be asked to complete a CV. Further details around what this will entail are listed on the application form.

Should a large number of applications be received, an initial sift may be conducted using the CV. Candidates who pass the initial sift may be progressed to a full sift, or progressed straight to assessment/interview.

We will test your experience as part of the sift process; if successful, you will be invited to a short interview where we will test your behaviours and technical skills. Full details of the selection process will be made available to shortlisted candidates once the sift has been completed.

Expected Timeline (subject to change)

Sift   w/c 03 February 2025

Interview   w/c 10 February 2025

Location - MS Teams

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process.

Your interview will either be conducted face to face or by video. You will be notified of this if you are selected for interview. Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process.

Use of AI

Candidates must ensure that their applications, including personal statements and behaviour examples, are truthful and factually accurate. Please note that plagiarism can include presenting the ideas and experience of others, or generated by artificial intelligence, as your own.

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.

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 : Laura Jacobs

Email : CTSCorporateSupportTeam@insolvency.gov.uk

Recruitment team

Email : HR.recruitment@insolvency.gov.uk

Further information

A candidate can raise a complaint to the Insolvency Service by emailing the contact point for applicants (as listed on the vacancy advert), if they think that:

They have been discriminated against under the Equality Act 2010
there have been procedural irregularities at any stage of the recruitment process

All complaints must be received by the contact point for applicants within 24 hours from the date the applicant is advised of their non-success at sift, assessment or interview.

Complaints will be considered by an independent third-party outside of recruitment campaign. The decision will be conveyed to the applicant, in writing, within 5 working days of receipt of the complaint. The recruitment process will usually be put on hold until the complaint has been resolved. Complaints may also be made to the Civil Service Commission at any time if the individual believes their application has not been treated in accordance with the recruitment principles (appointment on merit through fair and open competition). However, complaints must first have been raised to the Insolvency Service