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Software Developer (Ref: 1457)

HM Courts and Tribunals Service

Apply before 11:55 pm on Monday 20th January 2025

HM Courts
& Tribunals
Service

Reference number

384084

Salary

£41,463 - £52,040

The national salary is £41,463 - £45,276, London salary range is £47,657 - £52,040. Your salary will be dependent on your base location.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer
SEO

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

Please refer to Job Description

Job description

As a Developer on the Video Hearings team at HMCTS you will work with a wide range of stakeholders such as user researchers, product managers, designers, business analysts, content specialists, delivery managers and digital architects, all of whom share a vision for making better government through smarter use of technology. You will innovate to radically transform public services for the better.

You will be placed in our Video Hearings team who are building the capability for our users to attend Court hearings remotely. Examples of products can be found in our GitHub repositories:

<https://github.com/hmcts>

<https://github.com/hmcts/vh-video-web>

<https://github.com/hmcts/vh-video-api>

Technologies We Use:

: C#

: Angular, TypeScript

: Azure Pipelines

: Dynatrace

: Kubernetes, Docker

: Azure

: SQL Server (via Entity Framework), Redis

: GOV.UK Design System

: Macs

We also explore and adopt new technologies to improve how we deliver services to our users.

Most of our software services across HMCTS are built on Java, PostgreSQL, and Jenkins, and the Video Hearing services may also adopt these technologies in the future.

Key Responsibilities:

Write, refactor, and document code for moderately complex applications/scripts, adhering to internal processes and development standards.

Continuously improve your technical skills, stay updated with industry trends, and ensure high-quality, well-engineered products.

Ensure software is secure, protecting against security threats and upholding confidentiality and integrity. Identify and raise risks as needed.

Support and maintain software in live environments, troubleshooting issues using modern tools. Some tasks may require out-of-hours work per the organization's policy.

Plan development tasks, collaborate on system integrations, and contribute to the selection of software development approaches (e.g., agile, iterative).

Optimize development processes, prototype solutions, and guide others in adopting best practices.

Manage service availability, ensuring it meets business needs cost-effectively.

Build and test system interfaces, including more complex integrations within the team.

Apply a test-driven approach to software development, write automation tests, and collaborate in code reviews.

Coach and mentor junior developers, offering guidance in technical areas.

Participate in recruitment and procurement activities as needed.

Translate user stories into technical solutions that meet user needs.

C# and JavaScript for the development of enterprise and public facing applications.

Sound knowledge of HTTP, at least one web development framework (for example .Net or Angular) and at least one RDBMS (e.g. PostgreSQL).

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

Skills & Experience:

Experience of mentoring, coaching or leading other developers

Experience of working with modern tools and techniques

Knowledge of common security issues and how to mitigate them

A passion for making a positive impact on the communities we serve.

Enthusiasm for tackling new technical and leadership challenges.

Ability to work effectively in teams and foster a collaborative environment.

A commitment to learning and helping others succeed.

Strong problem-solving skills with a systematic approach.

Level of Clearance - To apply for this role, you will be required to successfully complete Security Clearance (SC) level as a condition of appointment.

Person specification

Please refer to Job Description

Behaviours

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

Communicating and Influencing

Delivering at Pace

Technical skills

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

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.

GDD Capability Framework Skill 1 -Programming and build (software engineering)

GDD Capability Framework Skill 2 - Modern development standards

GDD Capability Framework Skill 3 - Development process optimisation

GDD Capability Framework Skill 4 - Information security

GDD Capability Framework Skill 5 - Systems integration

Benefits

Alongside your salary of £41,463, HM Courts and Tribunals Service contributes £12,011 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.

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

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 : SSCL Recruitment Enquiries Team
Email : Moj-recruitment-vetting-enquiries@gov.sscl.com
Telephone : 0845 241 5359

Recruitment team

Email : Moj-recruitment-vetting-enquiries@gov.sscl.com

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/1457?entityId=1457>

