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Software Developer

HM Revenue and Customs

Apply before 11:55 pm on Friday 20th February 2026



HM Revenue
& Customs

Reference number

448003

Salary

£37,682 - £40,705

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Higher Executive Officer

Contract type

Permanent

Business area

HMRC - CDIO - Chief Digital Product Office - Customer Engagement

Type of role

Digital
Information Technology

Working pattern

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

Number of jobs available

2

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Location

East Kilbride - Queensway House

Edinburgh Regional Centre - Queen Elizabeth House

Glasgow Regional Centre - Atlantic Square

Liverpool Regional Centre - Water Street

Manchester Regional Centre - Three New Bailey

Preston - St Marys House

Please note that due to workforce controls, Preston is only available to existing HMRC staff in this location.

About the job

Job summary

Discover a career in your hands at HMRC. Whether you're seeking purpose, growth, or a workplace that gives you a true sense of belonging, hear from some of our employees as they share their story about what it's really like to work at HMRC.

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Visit our [YouTube channel](#) to watch the full series and come and discover your potential.

Are you a software developer looking for a new opportunity?

Now is a fantastic time to start building your career in our exciting, creative and world-class IT team. If you want to learn a lot, help others do the same and be part of delivering public service that makes a real difference, HMRC is a great place to do that.

This is an exciting role for an individual looking to deliver technological change against a backdrop of organisational transformation, as well as an opportunity to make a real difference to people's lives by delivering great software solutions.

The Business Developed Applications (BDApp) team is part of Chief Digital Product Office in CDIO. We use leading edge technology and processes to provide software products predominantly for the Customer Service Group (CSG) but other opportunities arise regularly across HMRC. We provide new software as well as maintain and support existing and legacy software of around 140 products across the HMRC estate. Within that service, we review all our software for compliance with legislation and HMRC regulations to spearhead the drive to reduce tech debt in the CSG BDApp environment.

Government Digital and Data Role Families

Job description

In the Software Developer role, you will be part of a team that is responsible for the design and delivery of Business Developed Applications (BDApps). You will already have software developer skills and we will support you with on-the-job training to apply these skills in our BDApp environment.

You will follow the end-to-end Software Development lifecycle using agreed software and architectural design principles to ensure products are fit for purpose.

The role also requires good communication skills as you will be engaging with stakeholders from start up through to delivery, ensuring you meet customer needs and deliver to agreed timescales.

Person specification

As a Software Developer you will:

Design and develop new BDApps and support existing BDApps using various languages and technologies such as C#, Visual Basic 6, VBA, Microsoft Office, and SQL. In addition to .NET and PRISM Frameworks.

Be an active participant in workshops to gather BDApp requirements from stakeholders, turning these into a detailed system requirements document.

At key milestones during the lifecycle be able to perform demonstrations of the progress of the BDApp to all stakeholders.

Design and write detailed test scripts for use whilst facilitating both technical testing and User Acceptance Testing with the business and key stakeholders.

Write technical system navigation guidance, which can be integrated into the system, allowing the user to navigate through the BDApp.

Develop and deliver training packages to business users for new BDApps.

Have a willingness to continuously develop and increase your technical knowledge.

Essential Criteria

Experience creating and supporting software solutions.

Experience of developing using any of the following C#, WPF, the .Net Framework, PRISM, Visual Basic 6 or Microsoft Office Visual Basic Applications.

Knowledge of SOLID principles, Domain Driven Design, and design patterns such as MVVM.

Experience and demonstrable knowledge of working with a range of stakeholders to capture system requirements and other appropriate project documentation and turning these into technical solutions.

Demonstrable knowledge and a proven ability to effectively communicate system changes, issues and risks to project leads and other stakeholders.

The ability to self-start and be able to work independently or part of a larger team demonstrating excellent organisational and interpersonal skills.

Desirable Criteria

Experience and knowledge of Entity Framework, SQL Databases, architecture of relational databases and integrity constraints.

Additional Security Information

Enhanced security rating to SC level or be prepared to obtain it.

Technical skills

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

A short technical presentation will be required for candidates who progress to interview. In the presentation the candidate will talk through the process they follow to develop a piece of software.

Benefits

Alongside your salary of £37,682, HM Revenue and Customs contributes £10,916 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

HMRC operates both Flexible and Hybrid Working policies, allowing you to balance your work and personal commitments. We welcome applications from those who need to work a more flexible arrangement and will agree to

requests where possible, considering our operational and customer service needs.

We offer a generous leave allowance, starting at 25 days and increasing by a day for every year of qualifying service up to a maximum of 30 days.

Pension - We make contributions to our colleagues' Alpha pension equal to at least 28.97% of their salary.

Family friendly policies.

Personal support.

Coaching and development.

To find out more about HMRC [benefits](#) and find out what it's really like to work for HMRC [hear from our insiders](#) or visit [Thinking of joining the Civil Service](#)

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

Selection process details

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

How to Apply

As part of the application process, you will be asked to provide the following:

A name-blind CV including your job history and previous experiences. **Please limit the CV to a maximum of your last 5 jobs, please use no more than 100 words to cover your key responsibilities in each job.** For each job any words over the limit will not be scored.

A 750-word Personal Statement. Your Personal Statement should be used to describe how your skills and experience would be suitable for the advertised role, making reference to the essential criteria and person specification outlined in the advert. Please make sure that you include examples to demonstrate how you meet the criteria being asked for when you write your Personal Statement.

Please complete a separate statement (Max 100 words) for the Desirable Criteria where applicable. This is not essential for the role but may be considered by the vacancy-holder where candidates have the same scores at interview.

Further details around what this will entail are listed on the application form.

Sift

In the event of a large number of applications being received, an initial sift may be held on your CV.

At full sift your CV and your Personal Statement will be assessed, with the successful candidates being invited to interview.

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

Interview

During the panel interview, you will be asked Experience based questions to explore in detail what you are capable of. You will also be asked to give a presentation about your approach to software development.

Technical skills

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

Questions at interview will be based on the person specification and essential criteria.

A short technical presentation will be required for candidates who progress to interview.

In the presentation the candidate will talk through the process they follow to develop a piece of software.

Interviews will take place via video link. Sift and interview dates to be confirmed.

Eligibility

Please take extra care to tick the correct boxes in the eligibility sections of your application form. We understand mistakes sometimes happen but if you contact us later than two working days (Monday-Friday) before the vacancy closes, we will not be able to reopen your application for you. If you do make a mistake with your eligibility form, or have withdrawn yourself in error and need your application reinstated whilst the campaign is still live, please contact us via: unitybusinessservicesrecruitmentresults@hmrc.gov.uk Use the subject line to insert appropriate wording for example Please re-open my application **[insert vacancy ref]** & vacancy closing date **[insert date]** .

To check that you are eligible to apply for this role, [please review the eligibility information before submitting your application.](#)

The HMRC app can help you with your application

The [HMRC app](#) can provide you with your past 5 years' employment history, making the process of filling in your application quicker and easier.

If successful in your application, you will need your National Insurance number for the onboarding process.

Download the [HMRC app](#) now and save your National Insurance number to your digital phone wallet.

How to download the HMRC app and sign up for an account

Download the free [HMRC app](#) from the App Store or Google Play store.

If you have an HMRC online account already, sign straight in using your ID and password. If not, you can prove your identity by answering some questions or providing your photo ID.

You'll then be able to access the app quickly and easily by signing in using a 6-digit PIN, your fingerprint, or facial recognition.

You can find guidance for technical issues on GOV.UK: [Technical support with HMRC online services](#).

Reserve List

A reserve list may be held for up to 12 months from which further appointments may be made for the same or similar roles – if this applies to you, we'll let you know via your Civil Service Jobs account.

Merit List

After interview, a single merit list will be created, and you will only be considered for posts in locations you have expressed a preference for. Appointments will be made in strict merit order in line with the set number of roles in each location.

Criminal Record Check

Applications received from candidates with a criminal record are considered fairly in accordance with the DBS Code of Practice and the Recruitment of ex-offenders Policy.

Hybrid working at HMRC

HMRC is an office-based organisation, and colleagues are expected to spend 60% of their working time in the office. Our offices provide opportunity for interaction, collaboration which aids learning and development and a sense of community. Where the role allows it, and where the home environment is suitable, colleagues can work from home for up to 2 days a week, averaged

over a calendar month (or a proportionate amount of time for colleagues who work less than full time).

Reasonable Adjustments

We want to make sure no one is put at a disadvantage during our recruitment process. To assist you with this, we will reduce or remove any barriers where possible and provide additional support where appropriate.

If you need a change to be made so that you can make your application, you should:

Contact the UBS Recruitment team via unitybusinessservicesrecruitmentresults@hmrc.gov.uk as soon as possible before the closing date to discuss your needs.

Complete the Assistance required section in the Additional requirements page of your application form to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you're deaf, a Language Service Professional.

Additional Security Information

Please note: in addition to the standard pre-employment checks for appointment into the Civil Service, all candidates must also obtain National Security Vetting at Security Check (SC) clearance level for this vacancy. You will normally need to meet the minimum UK residency period as determined by the level of vetting being undertaken, which for SC is 5 years UK residency prior to your vetting application. If you have any questions about this residency requirement, please speak to the vacancy holder for this post.

From 1 April 2026, applicants will be required to meet updated nationality and residency requirements so that National Security Vetting (NSV) checks can be conducted. If this affects you, we will give you more information at the appropriate time.

Important information for existing HMRC contractual homeworkers:

This role may be suitable for existing HMRC employees who are contractual homeworkers. Occasional attendance to the office will be required where there is a business need. Please consider the advertised office locations for

this role when applying and only select locations from the location preferences section that you can travel to.

Terms and Conditions

Customer facing roles in HMRC require the ability to converse at ease with members of the public and provide advice in accurate spoken English and/or Welsh where required. Where this is an essential requirement, this will be tested as part of the selection process.

HMRC has a presence in every region of the UK. For more information on where you might be working, [review this information on our locations](#).

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. The evidence you provide in your application must relate to your own experiences.

Any instances of plagiarism or other forms of cheating will be investigated and, if proven, the relevant application(s) will be withdrawn from the process.

Recording of interviews is prohibited unless explicit agreement is sought in line with the UK General Data Protection Regulations.

Questions relating to an individual application must be emailed as detailed later in this advert.

Applicants who are successful at interview will be, as part of pre-employment screening, subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5 year period following a dismissal for carrying out internal fraud against government.

New entrants will join on the minimum of the pay band.

Please note that, if you are applying for roles on a part-time basis, the salary agreed will be pro-rata, reflective of the working hours agreed within your contract.

If you experience accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

For more Information for people applying for, or thinking of applying for, roles at HM Revenue and Customs, please see link: [Working for HMRC: information for applicants - GOV.UK](#).

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.

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.

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 : Melanie Jenkins

Email : melanie.jenkins@hmrc.gov.uk

Recruitment team

Email : unitybusinessservicesrecruitmentresults@hmrc.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. You have the right to complain if you feel there has been a breach of the Recruitment Principles. In the first instance, you should raise the matter directly via ubsrecruitmentcomplaints@hmrc.gov.uk. Please note that we do not accept complaints or appeals regarding scoring of outcomes of campaigns, unless candidates can provide clear evidence that the campaign did not follow the Recruitment Principles. If 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 website.

