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Graduate Software Delivery

Student Loans Company

Apply before 11:55 pm on Friday 27th February 2026

Reference number

447931

Salary

£30,252

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Other

Contract type

Fixed term

Length of employment

24 months

Business area

SLC - Technology Group and Estates

Type of role

Other

Working pattern

Full-time

Number of jobs available

1

Contents

Location

Darlington, Glasgow, Llandudno

About the job

Job summary

Your Future Starts here

Student Loans Company is a non-profit making Government-owned organisation to provide loans and grants to students in universities and colleges in the UK. Since 1989, we have enabled our customers to invest in their futures by delivering secure, accurate and efficient assessment, payment and repayment services.

Our Values

Culture is at the heart of everything we do at SLC and we are guided by our five values which help make SLC a great place to work:

- Honesty: We act with integrity and transparency, sharing information openly and addressing challenges with courage.

- Empowerment: We enable people to take initiative, make impactful decisions, and continuously learn and grow.

- Accountability: We deliver on commitments, own our successes and mistakes, and strive for quality outcomes.

- Respect: We value diverse perspectives, actively listen, and create an inclusive environment where everyone belongs.

- Trust: We collaborate across teams, build dependable relationships, and work as one to deliver for our customers.

These values are more than words they guide our decisions, shape our collaborations, and strengthen our impact on the students we serve.

Job description

About the role

If you are a self-driven individual who is passionate about their career, keen to develop further, discover new ways of working and step out of their comfort zone then this is the role for you.

This is a fantastic opportunity to work in a fast-paced, collaborative and energising environment focused on delivering for customers whilst developing its people in the process.

In software delivery we have a bias towards open-source technology, automation and continuous improvement to develop our micro-services across a distributed architecture.

You will be working in the Providers team that is responsible for the services SLC delivers to the universities and colleges. This includes the systems that manage course data, confirmation of student attendance and management of bursaries. The systems are a key element in the student finance eco system. In this role you will work in an agile environment in a multi disciplined team where business systems analysts, software developers, system testers and product owners all work together to develop great products for our customers.

You will support the delivery of key projects and initiatives within Software Delivery. As part of a 24-month rotational programme, you will gain exposure to critical business activities while developing core skills aligned to Developer, DevOps, System Test and Business Systems Analysis. Through structured learning modules and on-the-job experience, you will build technical knowledge, strengthen professional capabilities, and contribute to achieving business objectives.

You will rotate through Developer, DevOps, System Test and Business Systems Analysis roles working closely with experienced colleagues, receiving mentorship, and actively participating in projects that drive value for the organisation.

Person specification

What you bring:

Essential

Degree-level qualification in Computer Science, Computer Engineering, Software Engineering/Development at a 2.2 or higher, anticipated by Summer 2026 or gained within the last two years

The ability to
- communicate and collaborate effectively with colleagues and customers by actively listening, delivering quality information timely
- manage, interpret, and use data to support decision making and drive effective outcomes
- use digital tools and technologies to communicate, access information, and solve problems
- identify, assess and manage risks to minimise potential impacts
- demonstrate readiness to new ways of working and remain effective in ambiguous situations while identifying opportunities for continuous improvement

Strong demonstrable skills in a software development language via education or experience

Understanding of Agile methodology and ability to work in Agile environment via education or experience

Good understanding of database concepts via education or experience

Ability to produce high quality technical documents

Adaptable and willingness to learn across multiple business areas

Desirable

Internship or placement experience

Understanding or experience of Java, React, AWS Cloud technologies

Familiarity with relational and non-relational databases, ideally SQL Server and MongoDB

An understanding of Test-Driven Development

An understanding of general UX principles

An understanding of Application Security principles

Ability to identify technical risks and contribute to mitigation strategies

Benefits

Alongside your salary of £30,252, Student Loans Company contributes £8,764 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

You can expect more from a career with SLC. We support colleagues to unlock their potential through our Career Pathways development programme and offer an excellent benefit and rewards package that includes:

28 days annual leave plus 8 public holidays

Option to buy/sell annual leave

Flexi-time and enhanced flexible working options available

Option to join the Civil Service pension scheme

Life insurance cover for 4 x annual salary

Enhanced company sick pay and family leave including maternity, paternity and adoption

Contributory lifestyle benefit options including discounts at hundreds of retailers, cycle to work scheme, access to the Civil Service Sports and Leisure Club for discounted gym memberships, and an optional dental insurance scheme

To find out what s it s like to work at Student Loans Company click here SLC Careers

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

Further Information

We will be hosting two information webinars for candidates who would like to know more about the Software Delivery programme and the recruitment process. If you would like to attend, please see details of the sessions below;

[Thursday 5th February 4.30pm-5.30pm](#) - Use this link to join the call at 4:30pm. You do not need to register beforehand. If you have problems joining the session please choose the option to join without an account.

Tuesday 24th February 4:00pm - 5:00pm - please email and we will send a link for this session.

The Legal Bits

We ll need you to confirm you have the right to work in the UK. If we offer you a job and you accept, there are some background checks we need to complete before you can start with us. This will include employment history, criminal record check, credit reference check and fraud check.

SLC are committed to ensuring our recruitment processes are inclusive for all candidates and will make reasonable adjustments for those who consider themselves to have a disability or long-term condition in line with the Equality Act 2010. Our application process provides candidates with the opportunity to request reasonable adjustments but if you would like to discuss this in more detail, please email [ask_recruitment@slc.co.uk.](mailto:ask_recruitment@slc.co.uk)

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

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 :   Emerging Talent Team

Email :   Emerging_Talent@slc.co.uk

Recruitment team

Email :   Emerging_Talent@slc.co.uk