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Principal Developer

OFGEM

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



Reference number

384718

Salary

£61,446 - £86,547

London £65,835-£86,547 National £61,446-£80,425. Please ensure that you read the Pay and Reward information for civil service and internal colleagues before applying.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6

Level 3

Contract type

Permanent

Business area

OFGEM - Eserve - Digital Delivery Team

Type of role

Digital

Information Technology

Working pattern

Flexible working, Full-time

Number of jobs available

1

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Location

Cardiff, Glasgow, London

About the job

Job summary

Our Delivery & Schemes Directorate is our delivery arm and manages a number of high-profile environmental programmes. It's a fast-paced and dynamic place to work, and you can expect to be involved in ground-breaking work. Our flexible working career opportunities are incredibly varied, so we are committed to recruiting talented people from a diverse range of professional and personal backgrounds – bringing different perspectives and experiences to our work.

Our Digital Development team provides the high-quality software design, development and support services that underpin our environmental and social energy schemes. As Principal Developer you'll lead a small team of developers who work on applications that support scheme requirements. You'll work with Software Developers and Automation Testers to ensure that software products are ideally suited to business needs, and to evaluate and implement new technologies that can support business improvement. You'll have an important role to play in supporting and advancing our digital technology strategy, while ensuring that your team benefits from excellent support, development and career progression opportunities.

We're looking for someone with a good range of experience that will enable them to add value quickly in this role, and previous people management experience would definitely be desired. You'll need to offer excellent knowledge as a Microsoft Software Developer, with a good understanding of technologies and practices such as:

- Microsoft .NET (C#)

- SQL Server Development

- ASP.Net MVC

- Test Driven Development (TDD)

- Continuous Integration, build and deployment automation

Object-Oriented Design
Development techniques and design patterns
Agile Methodologies
Relational database design
SQL Stored procedures
Unit Test Frameworks and Tools (Nunit, Moq, etc)
Version Control tools and workflows (TFS, GIT)

It s a fast-paced working environment where priorities can change quickly, so it s important that you are versatile and adaptable and that you thrive in a busy setting.

For more information read on!

Job description

Key Responsibilities

Lead multi-disciplinary teams in a specific work area in the context of operating in a Professions and Flexible Resourcing model.

Plan, oversee and deliver a set of work deliverables on time and to a high standard through effective project management and support of multidisciplinary team members.

Delivery of set of team deliverables, and managing and co-ordinating successful outcomes across team members and collaborating teams:

Sets clear and transparent work objectives, milestones and success metrics at team and individual level to oversee and co-ordinate successful team outcomes.

Collaborates closely with other teams to manage interdependencies, risks and resourcing to support portfolio delivery.

Demonstrates effective diversity and inclusive team management within their team and the wider organisation.

Key Outputs and Deliverables

Ensuring that software products developed internally and externally are technically and functionally suitable for Ofgem.

Ensuring that Software Developers and Automation Testers are working to up to date best practices and advancing professionally in a clear career path.

Delivering regular software development iterations through the team for products, working in collaboration with Product Managers, Delivery Managers, Business Analysts, Solution Architects, Infrastructure, Information Security, User Stakeholders, and external delivery partners.

Contributing to and advancing the digital technology strategy.

Contributing to and advancing ideas for continuous improvement, and quality improvement opportunities.

Ensuring that products are supported effectively with 3rd line support, working in collaboration with the Applications Support team.

Person specification

Essential Criteria

Substantial expertise as a Microsoft Software Developer with essential skills and proven expertise in the following technologies: (LEAD)

- Microsoft .NET (C#)
- SQL Server Development
- ASP.Net MVC
- Test Driven Development (TDD)

- Continuous Integration, build and deployment automation.

Proven aptitude for leadership, e.g., through formal or informal management/mentoring of others.

Extensive experience working collaboratively with diverse colleagues.

Knowledge and experience of:

- Development techniques and design patterns
- Agile Methodologies
- Relational database design
- SQL Stored procedures
- Unit Test Frameworks and Tools (Nunit, Moq, etc)
- Version Control tools and workflows (Azure DevOps, GIT).

A good working knowledge of some of the following technologies:

- Microservices
- .NetCore
- Entity Framework
- Dependency Injection
- Cloud Technologies (Azure)
- DevOps.

Desirable Criteria

Experience of building and supporting the teams delivering the work including effective scoping of work and setting of clear responsibilities.

Behaviours

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

Making Effective Decisions

Working Together

Leadership

Technical skills

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

Please refer to the Candidate Pack and Role Profile attached for full details.

Benefits

Alongside your salary of £61,446, OFGEM contributes £17,800 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Ofgem can offer you a comprehensive and competitive benefits package which includes; 30 days annual leave after 2 years; Excellent training and development opportunities; The opportunity to join the generous Civil Service pension which also includes a valuable range of benefits; Hybrid working (currently 1 day a week in the office but is in review), flexible working hours and family friendly policies. Plus lots of other benefits including clean and bright offices based centrally, engaged networks and teams and an opportunity to contribute to our ambitious and important targets of establishing a Net Zero energy system by 2050. This exciting blend of professional challenge and personal reward identifies career opportunities at Ofgem as something to get excited about.

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.

When you press the **Apply now** button, asked to provide a 1250 word personal statement evidencing how you meet the essential and desirable skills and capabilities listed in the role profile. Please ensure you demonstrate clearly, within your supporting statement, how you meet each of the essential and desirable skills and capabilities.

You will also be asked to complete personal details (not seen by the sift panel), and upload a copy of your CV anonymising all details where necessary.

The Civil Service values honesty and integrity and expect all candidates to abide by these principles. Ofgem take any incidences of cheating very seriously. Please ensure all examples provided are of your own experience. Any instances of plagiarism or other forms of cheating will be investigated and, if proven, the relevant applications will be withdrawn from the process.

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.

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.

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 :

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Email : recruitment@ofgem.gov.uk

Recruitment team

Email : recruitment@ofgem.gov.uk

