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# Senior Software Developer

Ministry of Housing, Communities and Local Government

**Apply before 11:55 pm on Sunday 15th February 2026**



Ministry of Housing,  
Communities &  
Local Government

## Reference number

446999

## Salary

£61,374 - £66,929

The basic pay for this role will be £66,929 (London), £61,374 (National). A digital allowance may also be payable depending on the level of assessed capability, in order to meet the MHCLG overall targeted remuneration rate for the specific grade, location and capability rating.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

**Contract type**

Permanent

**Type of role**

Digital

**Working pattern**

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

**Number of jobs available**

2

## Contents

Location

About the job

Benefits

Things you need to know

Apply and further information

## Location

Bristol, Darlington, London, Manchester, Wolverhampton

# About the job

## Job summary

Here at the Ministry of Housing, Communities & Local Government (MHCLG), we work on things that make a real difference to people's lives. Whether it's through the homes we live in, the work of our local councils, or the communities we're all part of, our work is at the top of the political agenda. We have ambitious and far-reaching outcomes to achieve this year and, if you're thinking of joining us, there's never been a more exciting time.

We're looking for a Senior Software Developer to join a large multidisciplinary team with a wide range of stakeholders. We need people who want to be involved in all aspects of our multidisciplinary team's activity, from working with our user researcher to design, prototyping, and planning.

As a Senior Software Developer, day-to-day you will pair-program across the whole stack from frontend to backend to produce clean, high quality code. Experience of test-driven development is expected, as is experience of building RESTful APIs. We are particularly looking for experience with Python or Ruby. You can find out more about how we write software in the MHCLG Way <https://communitiesuk.github.io/mhclg-way/#the-mhclg-way>.

Find out more about our Digital teams and what they are working on through our [MHCLG Digital blog](#).

**Please note that MHCLG do not offer visa sponsorship and applicants will need a valid visa for the duration of your employment.**

## Job description

As a Senior Software Developer, you'll:

- Develop high-quality software following the clean architecture design pattern

- Follow development best-practice, including regular pair programming and TDD

- Maintain the live service, keeping it reliable and secure through monitoring and active management of the production infrastructure

Build up a robust automated test suite to support our continuous deployment environment

Work collaboratively with a range of disciplines including product managers, designers and user researchers, as well as other developers, to meet the needs of users of the service

Take a leadership role within the technical team, which may include line management of other Developers

Be on the rota for regularly providing second-line technical support for issues raised on the service helpdesk

## **Person specification**

As a Senior Software Developer, you'll have:

Experience of full stack development of cloud-based web applications

Experience of developing in at least one of Python, Ruby, Rust and TypeScript

Experience building RESTful APIs

Experience of building accessible user interfaces

Experience using SQL to work with relational databases

Experience of working with a live production system, including monitoring for performance and potential security issues, and triaging problems

Experience of working on agile projects as part of a multidisciplinary team

## **Benefits**

Alongside your salary of £61,374, Ministry of Housing, Communities and Local Government contributes £17,780 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

At MHCLG we offer many benefits that range from tailored career pathways and flexible working to MyLifestyle Childcare Voucher and Cycle to Work Schemes. For more information, please click [here](#).

# 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

### Application and Selection

The application process will be split into 2 stages, testing the following Success Profiles:

**Ability , Behaviours , Experience , Technical**

**Please** ensure your CV does not contain any personally identifiable information.

**Note:** We do not consider direct CV applications. All applications must be submitted via the provided application link.

### Stage 1: Application sift

**Experience & Technical:** Your CV will be tested against the experience and technical success profiles.

Applications are sifted online as normal. Candidates meeting the benchmark progress to the long list interview; others are rejected. No feedback is required at this stage.

**Stage 2: Long list interview with hiring manager and panel:** This interview will be tested against the technical success profile and a behaviour ("Working Together").

2 questions testing a behaviour and the technical success profile we expect this will last no longer than 30 minutes.

Candidates meeting the benchmark progress to the final short list interview; others are rejected. All interviews at this stage must be scored, and feedback provided to unsuccessful candidates.

**Stage 3: Short list interview and Technical test with hiring manager and panel** - This interview will be tested against the ability and technical success profiles.

30 minute interview testing the skills as described in the advert and technical test that will last approx. 45 minutes. Details of the test will be shared on invitation to your slot.

Candidates meeting the benchmark are offered the role(s) or placed on the reserve list with appointments made on merit, others are rejected. All interviews must be scored, and feedback provided to all candidates.

## Sift and Interview Dates

Sifting is envisaged to take place the week commencing 16th February 2026.

Interviews are envisaged to take place the week commencing 2nd March 2026 and are currently being held remotely via videocall. This could be subject to change.

## Group 1 Digital & Data Roles

**MHCLG has implemented the Digital and Data capability framework for Group 1 roles. Applicants that are successful and have been offered a**

**position will be required to complete a capability assessment after the interview.**

**MHCLG will honour completed capability assessments for this role from other Government Departments for existing civil servants on level transfer only. Please provide a copy of your capability assessment to the Hiring Manager when applying. If you have any queries on pay, please contact the Hiring Manager.**

**Each experience or technical skill is assessed between 1-3, representing working towards, at or above the job level requirements. You are awarded a proficiency level accordingly, and you will be given opportunity to annually re assess your capability and potentially increase your overall remuneration, through payment of allowances, depending on level of assessed capability.**

**Candidates moving from another government department have the option to retain their current basic pay if this is within our pay band for the relevant grade.**

### **Grade 7 Group 1 Digital and Data salary**

**The basic pay for this role will be between £66,929 - £81,112 (London), £61,374 - £75,581 (National).** Candidates will usually be recruited to the median of the payscale.

**A digital allowance may also be payable depending on the level of assessed capability, in order to meet the MHCLG overall targeted remuneration rate for the specific grade, location and capability rating.**

**For applicants in receipt of existing allowances, we will assess each case individually, but we would seek not to exceed the MHCLG overall targeted remuneration rate for the specific grade, location and capability rating for existing civil servants, the usual policy on level transfer and promotion will apply, subject to the statements above.**

### **How We Recruit**

Find out everything you need to know before applying here..

Applying

Sifting

Interview

Interview Results & Feedback

Reserve List

Near Miss

Civil Service Grades

We are a DCS, RIS & GPTWV employer

Reasonable Adjustments

## **How to Apply**

What you need to know before applying.

Security Clearance Requirements

Civil Service Nationality Requirements

Right to Work

Artificial Intelligence

Civil Service Code and Recruitment Principles

CV Declaration

Sponsorships

Salary and Grade

Existing Civil Servants

Conflict of Interest

Location and Flexible Working

Fixed Term Contracts

Internal Fraud Database - Internal Fraud Register

Appeals and Complaints

Conflict of Interest

## Security Clearance Requirements

**National Office: BPSS + SC**

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**

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 : Digital Data Jobs

Email : [Digitaldatajobs@communities.gov.uk](mailto:Digitaldatajobs@communities.gov.uk)

Recruitment team

Email : [Digitaldatajobs@communities.gov.uk](mailto:Digitaldatajobs@communities.gov.uk)

## Further information

If you are unsure about any part of the process or require additional information about the post to enable you to progress your application, you should speak to the Resourcing team - [Recruitment@communities.gov.uk](mailto:Recruitment@communities.gov.uk). Candidates can appeal at any stage of the recruitment process if they believe there has been:

- a procedural irregularity
- an infringement of the Civil Service equal opportunities policy
- exceptional circumstances which were not notified to the interview panel which might have affected performance on the day.

It is important to note that these are appeals about the process not the decision. In the first instance, an appeal should be directed to the MHCLG Resourcing Hub at [Recruitment@communities.gov.uk](mailto:Recruitment@communities.gov.uk).

If the MHCLG Resourcing Hub is unable to satisfactorily resolve your complaint, you may contact put your complaint in writing to the Civil Service Commission, Room G8,1 Horse Guards Road, London, SW1A 2HQ or by email to: [info@csc.gov.uk](mailto:info@csc.gov.uk)

