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Java Software Engineer

Department for Work and Pensions

Apply before 11:55 pm on Sunday 26th January 2025



Department
for Work &
Pensions

Reference number

381321

Salary

£42,614 - £58,347

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

Contract type

Permanent

Business area

DWP - Digital

Type of role

Digital

Engineering

Information Technology

Working pattern

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

Number of jobs available

1

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Location

This role may be located in one of the following locations; Birmingham, Blackpool, Leeds, Manchester, Newcastle-upon-Tyne or Sheffield. Please find further information on the [Corporate hub locations here](#).

About the job

Job summary

We're looking for outstanding Software Engineers, who want to contribute to demanding and exciting digital services for the UK Government. Be part of changing the face of public services with the potential to dramatically transform the future of millions of people.

Our Engineers help to build and run applications as part of a multi-functional agile delivery teams. What really excites the successful candidate is problem-solving and the opportunity to deliver innovative technology that carries real value for users. The candidate will be expected to draw value from collaboration with others, actively seek input from colleagues and value a multidisciplinary team over hierarchy.

This role represents a unique opportunity to join the Verify Earnings and Pensions (VEP) team at DWP Digital. We're looking for a driven and passionate Software Engineer who would like the opportunity to be part of a team making an impact on the lives of millions of people by ensuring the proper functioning of a crucial government service.

Job description

As a Software Engineer you will develop and maintain software products that make up citizen and organisation facing services and contribute towards their design.

You will be responsible for the operational stability of the products you build and be in a position to affect change in the on-going robustness and resilience of those products.

You will work within, and contribute to, the overall Software Development Lifecycle Process as part of a multi-functional Agile delivery team focused on one or more products.

The roles and responsibilities for this role include, but are not restricted to the following:

Ensure system robustness, resilience and stability.

Design and develop reusable libraries and services and promote reuse across the Department.

Produce comprehensive suites of automated unit and integration tests to ensure code quality.

Identify and resolve issues preventing delivery or continuation of software engineering activities.

Produce comprehensive technical documentation for wider consumption.

Carry out agreed infrastructure maintenance tasks.

Person specification

When giving details in your employment history and personal statement you should highlight your experience in line with essential criteria below:

Lead Criteria: Knowledge and experience of Java version 8 or higher.*

Experience of developing on cloud-based environments like AWS and Azure.

A good understanding of Test Driven Development.

Experience of SQL or noSQL database applications such as Postgres, MySQL, and MongoDB.

Experience and the skills required to build up a useful, robust automated test suite to support a continuous deployment environment.

Knowledge and experience of APIs, RESTful services and Microservice Architectures.

Experience working with messaging and event-driven architectures like RabbitMQ.

*An initial sift may be conducted using the lead criterion stated above. Candidates who pass the initial sift will progress to a full sift.

If you would like to learn more about the role, please contact caicy.sandford1@dw.gov.uk.

Benefits

Alongside your salary of £42,614, Department for Work and Pensions contributes £12,345 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

We also have a broad benefits package built around your work-life balance which includes:

Working patterns to support work/life balance such as job sharing, term-time working, flexi-time and compressed hours.

Generous annual leave at least 25 days on entry, increasing up to 30 days over time (pro rata for part time employees), plus 9 days public and privilege leave.

Support for financial wellbeing, including interest-free season ticket loans for travel, a cycle to work scheme and an employee discount scheme.

Health and wellbeing support including our Employee Assistance Programme for specialist advice and counselling and the opportunity to join [HASSRA](#) a first-class programme of competitions, activities and benefits for its members (subscription payable monthly).

Family friendly policies including enhanced maternity and shared parental leave pay after 1 year's continuous service.

Funded learning and development to support progress in your role and career. This includes industry recognised qualifications and accreditations, coaching, mentoring and talent development programmes.

An inclusive and diverse environment with opportunities to join professional and interpersonal networks including Women's Network, National Race Network, National Disability Network (THRIVE) and many more.

This job role may be suitable for hybrid working, which is where an employee works part of the week in their DWP office and part of the week from home. This is a voluntary, non-contractual arrangement and your office will be your contractual place of work. The number of days that anyone will be able to work at home will be determined primarily by business need but personal circumstances and other relevant

circumstances will also be taken into account. If you are successful, any opportunities for hybrid working, including whether a hybrid working arrangement is suitable for you, will be discussed with you prior to you taking up your post.

Salary Information

Pay for this role is from £42,614 to £58,347.

The maximum salary for the grade is £45,081, however a Digital Allowance of up to £13,266 per annum is available for exceptional candidates. Digital Allowance is non-salary, and non-pensionable, and is classed as a temporary allowance. It is reviewed annually where it could be retained, amended, or removed.

Our offer to successful candidates will be based on an assessment of your skills and experience as demonstrated at interview.

Existing Civil Servants who secure a new role on lateral transfer should maintain their current salary.

Existing Civil Servants who gain promotion may move to the bottom of the grade pay scale or 10% increase in salary whichever would be the greater.

Things you need to know

Selection process details

Stage 1: Application

Your application will consist of three parts:

1. A Personal Details application form.
2. Employment history - this should contain your work experience and any skills, qualifications and accomplishments relevant to the jobs you have completed based on the essential criteria.

3. Personal statement - up to 1000 words. This statement should be used to provide examples of how you meet the essential criteria listed in the Person specification.

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

The sift panel will use the information in your employment history and personal statement to assess your experience, skills and knowledge against the essential criteria.

Please note- An initial sift will be conducted using the lead criteria, highlighted in the Person Specification. Candidates who pass the initial sift will progress to a full sift.

You will be provided with one combined overall assessment score for both your CV and Personal Statement.

For Hints and Tips on completing your application visit [Applying for jobs at DWP Digital](#).

Important Information

You will be asked to complete your employment history any information that you would customarily share on a CV should therefore be entered onto the application form.

Personal details that could be used to identify you including your name, contact details and address must be removed for your application to be considered.

If your employment history/personal statement contains any personal details your application will be withdrawn.

Stage 2: Coding Test

Candidates who are successful at sift will be sent a coding test to complete remotely. The exercise will focus on the technical skills listed in the Essential Criteria in this advert. Full details will be sent to candidates when the exercise is issued. Candidates will have 7 days to complete the test from the date of receipt. Candidates that are not successful in the technical exercise will not progress to the interview stage.

Stage 3: Interview

If you're successful at Coding Test stage you will be invited to a video interview via Microsoft Teams. There, you will be assessed against the experiences listed in the **essential criteria**.

Interviews will take place from late February 2025. Interview dates to be confirmed.

Further information:

Find out more about [Working for DWP](#)

A reserve list may be held for a period of 6 months from which further appointments can be made.

All successful candidates and those placed on reserve will be posted in merit list order by location.

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. Please ensure that all examples provided in your application are taken directly from your own experience and that you describe the examples in your own words. Applications will be screened and if evidence of plagiarism or copying examples/answers from other sources is found, your application will be withdrawn. Internal DWP candidates may also face disciplinary action.

Reasonable Adjustment

At DWP we value diversity and inclusion and actively encourage and welcome applications from everyone, including those that are underrepresented in our workforce.

We consider visible and non-visible disabilities, neurodiversity or learning differences, chronic medical conditions, or mental ill health. Examples include dyslexia, epilepsy, autism, chronic fatigue, or schizophrenia.

If you need a change to be made so that you can make your application, you should: Contact Government Recruitment Service via

DigitalRecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

Complete the Reasonable Adjustments 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.

For further information on reasonable adjustments, terms and conditions and how we recruit visit the [How we recruit page](#).

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 :

Name : Caicy Sandford

Email : caicy.sandford1@dwp.gov.uk

Recruitment team

Email : digitalrecruitment.grs@cabinetoffice.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission Recruitment Principles. If you wish to make a complaint, please find further details here <https://careers.dwp.gov.uk/how-we-recruit/>.

