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# Senior DevOps

Home Office

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



Home Office

**Reference number**

446001

**Salary**

£62,109

National: £62,109

London: £66,229

You may be eligible for an additional non-pensionable allowance, pending a Capability and Skills Assessment, with a value of up to £18,291.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

**Contract type**

Permanent

**Business area**

HO - Home Office Digital - Engineering

**Type of role**

Digital  
Engineering  
Information Technology

**Working pattern**

Flexible working, Full-time, Part-time, Compressed hours

**Number of jobs available**

7

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## Location

Croydon CR0 2WF, Manchester M5 3LZ, Sheffield S3 8NU

## About the job

### **Job summary**

We are looking for people who are passionate about Engineering to join our community led team in Shared Applications Service (SAS). You will work in agile multidisciplinary teams with over 200 engineers in a modern cloud environment using the latest technologies. Our purpose as a team is to bring technical understanding in-house for over 600 Home Office applications.

You could be creating and maintaining some of the most critical public services in the United Kingdom and transforming how we use data and technology to improve these. We are responsible for designing, building and supporting solutions to help people prove their identity or apply for visas. You could also be working on critical IT systems that support policing and counter terrorism, which helps protect UK borders.

Where business needs allow some roles may be suitable for a combination of office and home-based working. Where this is the case, employees will be expected to spend a minimum of **60% of their working time in the office**.

Watch this short video to hear from members of Home Office Digital talking about the projects they work on and their experience of working here: [Working for Home Office Digital](#).

## **Job description**

The Senior DevOps Engineer ensures service reliability and performance by maintaining, designing, and building key components in line with standards, ensuring security and effective monitoring. Collaborating with architects and teams, they clarify design constraints, workforce needs, and cost implications during discovery phases.

They provide guidance on CI/CD (Continuous Integration/Delivery) pipelines, enabling efficient and secure deployments for new users, ensuring automation, and streamlined software delivery processes.

They share common responsibilities in automation, reliability, and infrastructure management with other DevOps colleagues.

The Senior DevOps Engineer will be expected to mentor and lead other engineers in technical tasks, as well as support recruitment and assessment activities.

## **Tools and Technologies we use:**

We are keen for Engineers to continue learning new technologies, we have a large range in the Home Office including:

Backend: Java, Node.js, C#, Python, PHP, Scala, Power Platform

Frontend: React, JavaScript, Typescript, Angular

Data: PostgreSQL, Microsoft SQL Server, MongoDB, Apache Cassandra, Neo4J, Amazon Athena

DevOps: AWS, Kubernetes, Azure, Jenkins, Docker, Ansible, Terraform, Dynatrace

AI: Azure ML Studio, Python, Github Copilot, OpenAI

## **Person specification**

### **Main responsibilities**

Supporting teams in mapping their stories to available platforms, ensuring effective and secure service deployment.

Developing and maintaining hardened base containers, undertaking skilled platform build and support activities.

Identifying gaps in best practices, advising teams on delivery risks and recommending improvements.

Assisting engineers with service topology discovery, helping define quality assurance (QA) and deployment pipelines.

Driving adoption of new tools and technologies, improving teams integration approaches.

Developing and enhance support processes, ensuring better user experience and operational efficiency.

### **Essential skills**

You'll have a demonstrable passion for DevOps culture, with the following skills or strong experience in:

Leading the design, implementation, and review of complex cloud solutions using AWS or Azure, ensuring alignment with best practices for architecture and scalability. (SWDN)

Driving the implementation of automated testing, scanning, and code analysis tooling, and providing guidance on best practices to ensure continuous integration and code quality. (TEST)

Identifying and enforcing the use of processes, procedures, and tooling for application monitoring, ongoing maintenance, and incident response to ensure high availability and performance. (ASUP)

Devising and leading the implementation of data management processes and standards for cloud resources, covering areas like naming, tagging, metadata management, backups, and documentation for compliance and efficiency. (DATM)

Designing, coding, testing, maintaining, and documenting scripts and infrastructure-as-code definitions to automate build, deployment, and provisioning activities, enhancing operational workflows. (PROG)

Specifying and leading the implementation and maintenance of CI/CD pipelines, ensuring alignment with best practices to facilitate automated and efficient deployment cycles. (SINT)

## **SFIA capability framework**

Skills for the Information Age (SFIA) is the technical framework that sets the standard capability and development of all levels in the Home Office. This is a link to the capability framework: [All skills A - Z English \(sfia-online.org\)](https://sfia-online.org).

We use set SFIA technical skills to form our interview questions and we will assess you against these technical skills during the selection process.

The essential skills listed above are reflective of the Home Office Government Digital and Data Profession Career Framework (based on the industry standard SFIA framework). Use the SFIA [levels of responsibility](#) to understand what would be expected for each technical skills listed below.

## **Technical skills**

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

Software design (SWDN) - Level 4

Programming/software development (PROG) - Level 3

Testing (TEST) - Level 3

Systems integration and build (SINT) - Level 4

Data management (DATM) - Level 4

Application support (ASUP) - Level 4

## **Benefits**

Alongside your salary of £62,109, Home Office contributes £17,992 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

## **Why work for us...**

Find out more information at: [benefits - Home Office careers](#), but some of the primary ones are:

A competitive starting salary.

A civil service pension with employer contribution rates of at least 28.97%.

In-year reward scheme for one-off or sustained exceptional personal or team achievements.

The ability to potentially adopt flexible working options that suit your work/life balance, plus the opportunity in future to take a career break.

25 days annual leave on appointment, rising with service.

Eight days public holidays, plus one additional privilege day.

26 weeks maternity, adoption or shared parental leave at full pay, followed by 13 weeks statutory pay and a further 13 weeks unpaid, after qualifying service.

Maternity and adoption support leave (also known as paternity leave) of two weeks full pay, after qualifying service.

Paid leave for fostering approval processes, support when a child is substantively placed with you plus a foster to adopt policy.

Support for guardians and kinship carers.

Corporate membership of Employers for Carers providing additional information and advice for carers, plus a Carer's Passport to discuss workplace needs and underpin supportive conversations.

Time off to deal with emergencies and certain other unplanned special circumstances.

[Sign-up on our website](#) to receive emails with information about careers at the Home Office.

## 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.

As part of the application process, you will be asked to complete a **CV and personal statement up to 1000 words**. Please note your CV and personal statement should include all relevant experience that relates to our essential skills criteria listed in the advert and role description. We recommend that you use the [STAR](#) format in your examples and ensure that both components are completed thoroughly.

Remove information that identifies you (for example your name, age or place of education) so that you will be judged on merit alone and not your personal background, circumstances, race or gender. Do NOT include e-mail addresses or links to online profiles, resumés, or prior work, either personal or business. Active links or e-mail addresses will result in your application being rejected.

Watch our three short videos on how to apply for our roles: [Applying - Home Office Careers](#).

## **Sift stage**

The sift will be held on the **CV and personal statement**. Please read the essential skills for this position carefully. We will only consider those who meet the listed requirements.

In the event of a high number of applications received, an initial sift may be held on the personal statement.

## **Interview stage**

Candidates reaching the required standard will then be invited to attend an interview. The interview will assess your technical skills (SFIA Framework) and experience using technical and experience-based questions.

At the beginning of the interview, you will be assessed on your technical capability through a technical problem-solving exercise. We will provide you with the information in the interview and you will be asked to share your screen with the panel, so you can point out various aspects

If you are invited to an interview, you will be required to bring a range of documentation for the purposes of establishing identity and to aid any pre-employment checks. Please see the attached list of Home Office acceptable ID documents.

### **Sift and interview dates**

The sift will commence from **16th February 2026**.

Interviews are expected to take place from **7th March 2026**. (subject to the panel's operational requirements/priorities).

Interviews will be conducted remotely via MS Teams.

We will try to meet the dates set out in the advert. There may be occasions when these dates will change. You will be provided with sufficient notice of the confirmed dates.

### **Further information**

Where business needs allow, some roles may be suitable for a combination of office and home-based working. Where this is the case, employees will be expected to spend a minimum of 60% of their working time in the office. Applicants can raise any queries about this to the email address at the bottom of the advert.

If you have previously made an unsuccessful application for a role with the same essential skills and are not able to demonstrate how you have developed these skills since your last application, please reconsider applying as your application is unlikely to be successful.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf. However, we recognise in exceptional circumstances some candidates will want to send their completed forms directly. If you are doing this, please advise Government Recruitment Service of your intention by emailing [pre-employmentchecks.grs@cabinetoffice.gov.uk](mailto:pre-employmentchecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

## **Reserve list**

A reserve list of successful candidates will be kept for 12 months. Should another role become available within that period you may be offered this position.

Reserve lists may be held for each location. Candidates will be appointed in merit order by location where this applies.

## **Similar roles**

Job offers to this post are made based on merit. We often have **similar roles** available at different grades. If a candidate is suitable for a similar role or a lower grade than they have applied for, we may offer the candidate that role without the need to go through a further selection process providing the role has the same behaviours and essential skills.

## **UK residency and security requirements**

For meaningful security checks to be carried out, individuals need to have lived in the UK for a sufficient period of time. Learn more on our website. [Security Checks - Home Office Careers](#).

Please note that this role requires Security Check (SC) clearance, which would normally need 5 years UK residency in the past 5 years. Candidates must also hold or be prepared to undergo NPPV3 clearance.

However, in exceptional circumstances security clearance applications for candidates who have been present in the UK for at least 3 of the last 5 years

may be considered. Failure to meet this residency requirement will result in your security clearance application being rejected.

For further information on National Security Vetting please visit the following page [Demystifying Vetting - GOV.UK](#).

## **Visa sponsorship**

We are unable to sponsor any individuals via Skilled Worker Sponsorship / Tier 2 (General) work visas as we do not hold a UK Visa & Immigration (UKVI) Skilled Worker License.

## **Capability allowance**

The advertised role is part of the Home Office Government Digital and Data Profession. This role has access to a digital capability-based allowance. Applicants who are successful at interview will be invited to complete a Capability and Skills Assessment post-interview. Any allowance awarded will be based on the assessment of your capability against the six skills advertised for this role. Please see the [Home Office Pay Framework Allowance Careers](#) page for more information.

The allowance values are set by the Home Office, subject to remaining in a qualifying role and are non-pensionable. This allowance is non-contractual, subject to an annual review and could be withdrawn at any time.

For both new entrants and existing civil servants, the total compensation offer is a combination of base salary and, if applicable, a capability-based allowance. The pay ranges for this role are National: £62,109-£68,320 and £66,229-£72,852. New entrants to the Civil Service will start on the pay range minimum. For existing civil servants, our policies on [level transfer](#) and [promotion](#) will apply.

## **Working at the Home Office**

Every day, Home Office civil servants do brilliant work to develop and deliver policies and services that affect the lives of people across the country and beyond. To do this effectively and fairly, the Home Office is committed to representing modern Britain in all its diversity, and creating a welcoming,

inclusive workplace where all our people can bring their whole selves to work and perform at their best.

We are flexible, skilled, professional and diverse. We work to recruit and retain disabled staff and area Disability Confident Leader. We are proud to be one of the most ethnically diverse departments in the civil service. We are a Social Mobility Foundation top 75 employer.

**New entrants** are expected to join on the minimum of the pay band.

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.

For further information please see the attached notes for candidates which must be read before making an application.

Existing civil servants should note that some of the Home Office terms and conditions of employment have changed. It is the candidate's responsibility to ensure they are aware of the terms and conditions they will adopt should they be successful in application and should refer to the notes for candidates for further details.

Transfer Terms: Voluntary.

You will need to meet the nationality requirements for this role and obtain the necessary security clearance to take it up.

Any move to the Home Office from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including tax free childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk>.

## **Reasonable adjustments**

If a person with disabilities is at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

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

Contact Government Recruitment Service  
via [HOrecruitment.grs@cabinetoffice.gov.uk](mailto:HOrecruitment.grs@cabinetoffice.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 are deaf, a language service professional.

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

## **Feedback**

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 : AC Recruitment

Email : ACRecruitment@homeoffice.gov.uk

Recruitment team

Email : HOrecruitment.grs@cabinetoffice.gov.uk

### Further information

If you feel that your application has not been treated in accordance with the Civil Service recruitment principles and you wish to make a complaint, then contact the Government Recruitment Service via HOrecruitment.grs@cabinetoffice.gov.uk. If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission.



