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Software Developer – Low Code (Ref: 441475)

HM Courts and Tribunals Service

Apply before 11:55 pm on Monday 16th March 2026

HM Courts
& Tribunals
Service

Reference number

441475

Salary

£42,914 - £53,081

The national salary range is £42,914 - £46,182, London salary range is £49,325 - £53,081. Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

SEO

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time

Number of jobs available

3

Contents

Location

East Midlands (England), East of England, London (region), North East England, North West England, Scotland, South East England, South West England, Wales, West Midlands (England), Yorkshire and the Humber

About the job

Job summary

This position is based nationally.

Job description

HM Courts and Tribunals Service

Directorate: Digital Technology Services (DTS)

Pay Band: SEO

Job Title: Software Developer   Low Code

Location: London / National Successful applicants will be expected to be office based 3 days per week in any HMCTS Office (subject to business availability).

Term: Permanent

Interview: Video conference via Teams

Important salary details:

New recruits to the Civil Service joining MoJ are expected to join at the band minimum.

Existing Civil Servants applying on promotion, will usually be appointed on the salary minimum of the new pay band, or receive an increase of 10 percent on the current base salary, whichever is higher (This is restricted to the pay maximum of the new band).

GDD:

[Government Digital and Data (GDD)](#) Profession Capability Framework and [Success Profiles](#) Frameworks. Using GDD we will then determine if you will be paid an additional allowance, on top of your basic salary. This role is within the Technical Job Family, is a Software Developer role at Developer level, but carries the title Software Developer within DTS.

Reserve List:

HMCTS run a Reserve List, where candidates who are unsuccessful at interview by only a few points, can be offered other roles, at the same band, for up to 12 months. You will be able to view your status via the application

screen. If you have been added to the Reserve List, your status will show either Merit or Reserve list.

Introduction:

These are exciting times at HM Court and Tribunals Service (HMCTS). As an agency of the MoJ, we support the judiciary across England and Wales to deliver justice by running courts and tribunals and processing outcomes, and we are looking for talented people to help us achieve our ambitions. It will be challenging, important and rewarding.

HMCTS Digital and Technology Services (DTS) is a specialist technology directorate which provides support to HMCTS in the use of IT and Digital. DTS is creating a place in which it is great to do work and part of our offer is brilliant training opportunities and support from expert colleagues. As well as that you ll find flexible working, an inclusive culture and a place where your opinion is valued. Please follow this link for further information about HMCTS: www.gov.uk/government/organisations/hm-courts-and-tribunals-service

Job Description:

We re seeking a Low Code Software Developer with the ability to develop and deploy high-quality enterprise-grade low code solutions. As a Software Developer at HMCTS you will work with a wide range of stakeholders such as user researchers, product managers, designers, business analysts, delivery managers and digital architects, all of whom share a vision for making better government through smarter use of technology. You will innovate to radically transform public services for the better.

Examples of products can be found in our GitHub repository: https://github.com/hmcts

You can find more information about our ways of working in the HMCTS Way: https://hmcts.github.io

In addition, we use a range of other technologies and continue to evolve by employing new technologies that help us deliver better services to our users and continue our Learning and Development.

The Technologies we are also rely on are (not role specific):

Java to write our backend services

Node.js to write our frontend services

Power Platform for low-code development

UiPath for Robotic Process Automation

Jenkins for CI/CD

Dynatrace for application monitoring

Kubernetes and **Docker** to run our services

Azure for most of our infrastructure

Terraform for infrastructure as code

Postgres and **Redis** as our databases.

GOV.UK Design System for our web interfaces

Macs to do all the above

Key Responsibilities:

Build, maintain and document low code solutions, following best practices and internal standards.

Conduct internal testing, quality assurance, and participate in code reviews.

Continuously learn and stay up to date with relevant technologies, identifying potential issues.

Ensure product security, data confidentiality, and integrity, raising risks as needed.

Support and maintain software, including limited out-of-hours work when required.

Plan development, coordinate integration, and contribute to process improvement.

Manage service availability effectively and cost-efficiently.

Build and test system interfaces.

Mentor junior colleagues and share technical expertise.

Design and develop software based on user stories.

Participate in recruitment and procurement.

Skills & Experience:

Sound knowledge in a wide range of technologies used in an enterprise, such as logging and monitoring, authentication/authorisation, cloud hosting environments, systems integration, source control, package management, Azure Windows Virtual Devices etc.

An understanding of relational database systems (e.g. MSSQL or Dataverse)

An understanding of APIs, systems integration, and cloud hosting environments (e.g. Azure).

Experience of mentoring, coaching or leading other developers

Experience of working with modern tools and techniques

An understanding of common security issues and how to mitigate them

Good communication skills and be able to collaborate with technical and non-technical teams.

Essential Criteria:

Experience developing and deploying enterprise low code solutions using Power Platform or UiPath.

Sound knowledge of VB.NET

Sound knowledge of JSON, XML, and XAML for data structuring

Sound knowledge of HTTP, including the request/response lifecycle, headers, status codes, and the underlying mechanic of web applications

Sound knowledge of Microsoft 365 Apps including SharePoint, OneDrive, and Excel

Application Process:

The following areas of the Success Profile Framework will be used to assess and score your application during the sift, and interview:

Experience   As demonstrated in your application form.

Coding Task - when submitting your Personal Statement please complete the following coding task and provide a link to the repository: https:// github.com/hmcts/dts-developer-challenge

Please note the Civil Service application process is name-blind, so ensure that the repository containing your code does not include any personal information that would identify you.

Technical   Coding task and interview. If successful, you will move on to the interview stage, which will include an extension exercise to the coding task you submit in your Personal Statement.

GDD Assessment   During the interview, you will be assessed against the GDD skills and framework below:

Capability Skill 1   Programming and Build

Capability Skill 2   Systems integration

Capability Skill 3   Service support

Capability Skill 4   Information Security

HMCTS Case Management Coding Challenge

Behaviours - You will be required to provide evidence of the following key behaviours at Level 3.

Communicating and Influencing

Developing Self and Others

Level of Clearance - To apply for this role, you will be required to successfully complete Security Clearance (SC) level as a condition of appointment and clearance must be cleared before a start date can be agreed. https://www.gov.uk/government/publications/united-kingdom-security-vetting-clearance-levels/sc-guidance-pack-for-applicants

Technical Skill

HMCTS Case Management Coding Challenge. Please complete the coding task below and provide the link to your code repository in your statement of suitability:

https://github.com/hmcts/dts-developer-challenge

Within the answer box, please confirm you have completed the challenge.

If successful, you will move on to the interview stage.

Person specification

Please refer to Job Description

Behaviours

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

Communicating and Influencing

Developing Self and Others

Technical skills

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

Capability Skill 1   Programming and Build

Capability Skill 2   Systems integration

Capability Skill 3   Service support

Capability Skill 4   Information Security

Please refer to Technical Skill in Job Description

Benefits

Alongside your salary of £42,914, HM Courts and Tribunals Service contributes £12,432 towards you being a member of the Civil Service Defined

Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

Access to learning and development

A working environment that supports a range of flexible working options to enhance your work life balance

A working culture which encourages inclusion and diversity

A Civil Service pension with an employer contribution of 28.97%

Annual Leave

Public Holidays

Season Ticket Advance

For more information about the recruitment process, benefits and allowances and answers to general queries, please click the below link which will direct you to our Candidate Information Page.

Link: https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

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 Behaviours, Experience and Technical skills.

https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

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.

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 :   SSCL Recruitment Enquiries Team

Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk
Telephone :	0345 241 5359
Recruitment team	
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission s Recruitment Principles. I you feel a department has breached the requirement of the Recruitment Principles and would like to raise this, please contact SSCL (Moj-recruitment-vetting-enquiries@gov.sscl.com) in the first instance. If the role has been advertised externally (outside of the Civil Service) and you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: http://civilservicecommission.independent.gov.uk/civil-service-recruitment/complaints/

https://jobs.justice.gov.uk/careers/JobDetail/12803?entityId=12803