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Software Developer - Python

Department for Business and Trade

Apply before Midday on Monday 9th February 2026

Department for
Business & Trade

Reference number

446572

Salary

£45,835 - £60,993

London: £49,734 to £60,993 / National: £45,835 - £57,176 (including allowance). Your salary will be determined by your skills and capability as assessed at interview.

Job grade

Senior Executive Officer

Contract type

Permanent

Business area

DBT - CS - Digital, Data and Technology

Type of role

Administration / Corporate Support
Architecture and Data
Digital
Information Technology
Project Delivery

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

3

Contents

Location

Belfast, Birmingham, Cardiff, Darlington, Edinburgh, London, Salford

About the job

Job summary

The Department for Business and Trade (DBT) has a clear mission - to grow the economy. Our role is to help businesses invest, grow and export to create jobs and opportunities right across the country. We do this in three ways.

Firstly, we help to build a strong, competitive business environment, where consumers are protected and companies rewarded for treating their employees properly.

Secondly, we open international markets and ensure resilient supply chains. This can be through Free Trade Agreements, trade facilitation and multilateral agreements.

Finally, we work in partnership with businesses every day, providing advance, finance and deal-making support to those looking to start up, invest, export and grow.

The Digital, Data and Technology (DDaT) directorate develops and operates tools and services to support us in this mission. The team have been nominated four times in a row for Best Public Sector Employer at the Women in Tech awards and won the award in 2025!

Job description

As a software developer in the Digital, Data and Technology (DDaT) directorate in Department for Business and Trade (DBT), you will design, build and maintain software that meets user needs. You will write clean, secure code following a test-driven approach, and create code that is open by default and easy for others to reuse.

You will work in one of our service teams alongside colleagues in different DDaT roles, such as business analysts, content designers, or user researchers. Your service team will be part of a portfolio of services that are managed together. These portfolios have a thematic focus, such as business

growth, data and AI services, employee experience, or trade and regulatory services.

You will be part of a wider developer community, and you ll have the opportunity to attend talks and discussions, encouraging knowledge sharing across teams and portfolios

Main responsibilities

You can:

Develop software to meet user needs

Follow best practice guidelines and help to improve those guidelines

Write clean, secure and well-tested code, with an awareness of top security risks (e.g. OWASP Top 10)

Coach and mentor more junior colleagues

Operate the services you build and identify issues in production

Person specification

You will need to show evidence of the following essential skills:

Software development using a modern programming language for the web such as Python, JavaScript, C#, Java, PHP or Ruby (Lead Criteria)

Using relational databases such as PostgreSQL or MySQL

Software testing, including unit testing and test-driven development (TDD)

Delivering user-centred features or services using an agile method such as Scrum or Kanban

You may also have evidence of the following desirable skills:

Python as a primary programming language

Django or a similar Python web application framework

Behaviours

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

- Delivering at Pace
- Changing and Improving

Technical skills

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

- Programming and build (software engineering)
- User focus
- Information security
- Service support
- Modern development standards

Benefits

- Learning and development tailored to your role
- A flexible, hybrid working environment with options like condensed hours
- A culture encouraging inclusion and diversity
- A Civil Service pension with an average employer contribution of 28.97%
- Annual leave starting at 25 days rising to 30 days with service
- Three paid volunteering days a year
- An employee benefits programme including cycle to work

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.

As part of the application process you will be asked to upload a two-page CV outlining how you meet the essential skills and experience listed above. You can use bullet points and subheadings if you prefer.

Sift will be from **11th February 2026.**

Interviews will be from week commencing **23rd February 2026.**

Please note these dates are indicative and may be subject to change.

If there is a high volume of applications, we will sift looking at the lead criteria **Software development using a modern programming language for the web such as Python, JavaScript, C#, Java, PHP or Ruby** only. You may then be progressed to full sift or straight to interview.

How we interview

At the interview stage for this role, you will be asked to demonstrate relevant Technical Skills and Behaviours from the Success Profiles framework. These are role specific and in line with the Software developer - Government Digital and Data Profession Capability Framework.

You will also be asked to complete a technical task and will be provided with further information following the sift.

How we offer

Offers will be made in merit order based on location preferences. If you pass the bar at interview but are not the highest scoring you will be held on a 12-month reserve list in case a role becomes available. If you are judged a near

miss at interview, you may be offered a post at the grade below the one you applied for.

This role requires [SC clearance](#). DBT s requirement for SC clearance is to have been present in the UK for at least 3 of the last 5 years. Failure to meet this requirement will result in your application being rejected and your offer will be withdrawn.

Checks will also be made against:

- departmental or company records (personnel files, staff reports, sick leave reports and security records)
- UK criminal records covering both spent and unspent criminal records
- your credit and financial history with a credit reference agency
- security services record
- location details

More about us

This role can only be worked from within the UK, not overseas. If you are based in London, you will receive London weighting. DBT employees are contracted to work in a hybrid pattern, spending 2-3 days a week (pro rata) in the office. Travel to your primary office location will not be paid for by DBT, but costs for travel to an office which is not your main location will be covered.

You can find out more about our office locations, how we calculate salaries, our diversity statement and reasonable adjustments, the Recruitment Principles, the Civil Service code and our complaints procedure in the candidate pack attached to this advert.

Find out more about life at DBT, our benefits and meet the team by watching our [video](#) or reading [our blog!](#)

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 :   DDaT Recruitment

Email :   Ddat.recruitment@businessandtrade.gov.uk

Recruitment team

Email :   Ddat.recruitment@businessandtrade.gov.uk

Further information

Our recruitment process is underpinned by the principle of appointment on the basis of fair and open competition and appointment on merit, as outlined in the Civil Service Commissioners Recruitment Principles. If you feel your application has not been treated in accordance with these principles and you wish to make a complaint, you should in the first instance contact DBT by email at Resourcing@trade.gov.uk. If you are not satisfied with the response you receive, you can contact the Civil Service Commission, which regulates all Civil Service recruitment. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: Civil Service Commission Complaints