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# SAS Developer

HM Revenue and Customs

**Apply before 11:55 pm on Wednesday 11th February 2026**



**HM Revenue  
& Customs**

**Reference number**

446259

**Salary**

£37,682 - £46,077

National Minimum £37,682  
National Maximum £40,705

London Minimum £42,631  
London Maximum £46,077

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Higher Executive Officer

**Contract type**

Permanent

**Business area**

HMRC - Customer Service - Debt Management

**Type of role**

Debt Management

**Working pattern**

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

**Number of jobs available**

1

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## Location

Birmingham, Croydon, Leeds, Stratford

# About the job

## Job summary

Discover a career in your hands at HMRC. Whether you're seeking purpose, growth, or a workplace that gives you a true sense of belonging, hear from some of our employees as they share their story about what it's really like to work at HMRC.



Visit our [YouTube channel](#) to watch the full series and come and discover your potential.

At HM Revenue & Customs (HMRC) we are committed to creating a great place to work for all our colleagues; an inclusive and respectful environment that reflects the diversity of the society we serve. We want to maximise the potential of everyone who chooses to work for us, and we offer a range of flexible working patterns and support to make a fulfilling career at HMRC accessible to you.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

HMRC is one of the UK's largest government departments and one of the country's biggest organisations. Almost every individual and business in the country is a direct customer of HMRC. We collect more than £500 billion a year in revenue from over 50 million customers across the UK.

This is an exciting time to join HMRC as we continue our journey to become one of the most digitally advanced tax authorities in the world. To achieve our ambition, we are investing in ground-breaking initiatives and programmes to transform our tax systems, building a dynamic organisation with a culture that focuses on, and significantly invests in, the continual development of our people.

## **Job description**

Data Engineering and Analytics (DEA) is made up of 23 people, who are primarily SAS, SQL or Oracle programmers working in system development roles. We form part of HMRC's wider Debt Management (DM) team.

DM focuses on helping customers comply fully with their tax obligations, by making timely and targeted contact with customers who do not comply.

DEA maintains and improves DM's large-scale data warehouses, which are big data analytics and debt management systems, complete with a decision engine, using SAS on an Oracle platform. This system combines data from a range of sources, captures changes, and builds a single source of business intelligence for DM.

This is used to place customers on the most appropriate debt-recovery journey in terms of effectiveness, efficiency, and customer experience. Using SAS, we evaluate customer responses to HMRC interventions and create behaviour models and risk profiles. We continually enrich the data to meet the requirements of current and future campaigns, and work to identify and resolve system issues and inefficiencies to improve campaign deployment.

This is an exciting time to join the team as we transition our systems to the Cloud, and work to understand and exploit the powerful and dynamic analytical environment it brings. We are also heavily involved in the transformation programme which will see DM's large-scale data warehouse replaced by a new capability during 2025-2026.

## **Person specification**

As a SAS Developer, you will deliver the system components necessary to integrate our debt management system with the operational transactional systems, which enable front-line teams to effectively perform debt collection activities.

Working with a Senior Developer on solution designs for your projects, you will develop architecture and systems designs, including the designs for,

development, testing and delivery. This will be achieved using SAS Enterprise Guide, SAS Viya and / or SAS Data Integration Studio and GIT lab - skills you will either bring to the role or develop during your tenure.

You will be comfortable engaging with a wide range of people, translating complex technical data into more accessible language, and vice versa. Working collaboratively with the business and technical leads, you will review business requirements, contribute to technical requirements, produce documentation and provide assurances on delivery. You will be able to readily translate this into a comprehensive work plan, complete with timelines and risks to delivery.

Working with the business, you will develop quality controls to assure the accuracy of your work, and ensure customers are being engaged in the most appropriate manner.

You develop data-driven products for analysis and visualisation to inform and drive business performance.

### **Essential Criteria**

You will have proven commercial experience of coding in the SAS language. You must already be fully capable of writing SAS code occasional use is not sufficient as we are not looking to provide training. Ideally, you will also have experience coding in SQL and Oracle.

You will have proven experience in preparing and developing data to produce reports and visual outputs in SAS Viya, enabling business analysis, and supporting recommendations that drive improved business performance.

You will be able to readily communicate your work to a non-technical audience in a clear and logical manner to facilitate productive relationships with stakeholders and inform the team's work schedule

### **Desirable Criteria**

Experience of undertaking development work on multi-terabyte databases would be an advantage.

Experience of using GIT Lab.

SAS Certification.

## **Additional Security Information**

This role requires the successful candidate to hold or be willing to hold Security Check (SC) clearance. Information about what this means is set out below.

## **Leeds Locations**

Moves Adjustment Payment will be available for this role, provided the successful applicant is a current HMRC colleague in Bradford and meets the eligibility requirements outlined in the HMRC's Moves Adjustment Payment guidance.

## **Behaviours**

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

Changing and Improving

Communicating and Influencing

## **Technical skills**

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

Question - Exploring your knowledge of SAS programming

Question-Exploring your knowledge of SQL programming

Question- Exploring your knowledge of Data Visualisations

## **Benefits**

Alongside your salary of £37,682, HM Revenue and Customs contributes £10,916 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

HMRC operates both Flexible and Hybrid Working policies, allowing you to balance your work and personal commitments. We welcome applications

from those who need to work a more flexible arrangement and will agree to requests where possible, considering our operational and customer service needs.

We offer a generous leave allowance, starting at 25 days and increasing by a day for every year of qualifying service up to a maximum of 30 days.

Pension - We make contributions to our colleagues Alpha pension equal to at least 28.97% of their salary.

Family friendly policies.

Personal support.

Coaching and development.

To find out more about HMRC [benefits](#) and find out what it's really like to work for HMRC [hear from our insiders](#) or visit [Thinking of joining the Civil Service](#)

## 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, Strengths, Experience and Technical skills.

### How to Apply

As part of the application process, you will be asked to provide the following:

A name-blind CV including your job history and previous experiences. Your CV should be for no more than your last 5 roles.

A 750-word personal statement. Your Personal Statement should show how you meet the person specification and essential criteria.

Please complete a separate statement (Max 250 words) for the Desirable Criteria where applicable. This is not essential for the role but may be considered by the vacancy-holder where candidates have the same scores at interview.

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

## **Sift**

In the event of a large number of applications being received, an initial sift may be held on the CV.

At full sift your CV and your Personal Statement will be assessed, with the successful candidates being invited to interview.

We may also raise the score required at any stage of the process if we receive a high number of applications.

## **Interview**

During the panel interview, you will be assessed on Behaviours, Strengths and Technical questions. The Technical questions will be based on

Exploring your knowledge of SAS programming

Exploring your knowledge of SQL programming

Exploring your knowledge of Data Visualisations

### **This is an example of a strengths-based question.**

It is often said that the customer's needs should come first. To what extent do you agree or disagree with this statement?

There is no expectation or requirement for you to prepare for the strengths-based questions in advance of the interview, though you may find it helpful to spend some time reflecting on what you enjoy doing and what you do well.

Interviews will take place face to face at the Stratford Regional centre.

Sift and interview dates to be confirmed.

## **Eligibility**

Please take extra care to tick the correct boxes in the eligibility sections of your application form. We understand mistakes sometimes happen but if you contact us later than two working days (Monday-Friday) before the vacancy closes, we will not be able to reopen your application for you. If you do make a mistake with your eligibility form, or have withdrawn yourself in error and need your application reinstated whilst the campaign is still live, please contact us via: [unitybusinessservicesrecruitmentresults@hmrc.gov.uk](mailto:unitybusinessservicesrecruitmentresults@hmrc.gov.uk) Use the subject line to insert appropriate wording for example Please re-open my application [insert vacancy ref] & vacancy closing date [insert date] .

To check that you are eligible to apply for this role, please review the eligibility information before submitting your application.

## **Reserve List**

A reserve list may be held for up to 12 months from which further appointments may be made for the same or similar roles if this applies to you, we'll let you know via your Civil Service Jobs account.

## **Criminal Record Check**

Applications received from candidates with a criminal record are considered fairly in accordance with the DBS Code of Practice and the Recruitment of ex-offenders Policy.

## **Merit List**

## **Hybrid working at HMRC**

HMRC is an office-based organisation, and colleagues are expected to spend 60% of their working time in the office. Our offices provide opportunity for interaction, collaboration which aids learning and development and a sense of community. Where the role allows it, and where the home environment is suitable, colleagues can work from home for up to 2 days a week, averaged over a calendar month (or a proportionate amount of time for colleagues who work less than full time).

## **Reasonable Adjustments**

We want to make sure no one is put at a disadvantage during our recruitment process. To assist you with this, we will reduce or remove any barriers where possible and provide additional support where appropriate.

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

Contact the UBS Recruitment team via  
[unitybusinessservicesrecruitmentresults@hmrc.gov.uk](mailto:unitybusinessservicesrecruitmentresults@hmrc.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're deaf, a Language Service Professional.

## **Additional Security Information**

Please note: in addition to the standard pre-employment checks for appointment into the Civil Service, all candidates must also obtain National Security Vetting at Security Check (SC) clearance level for this vacancy. You will normally need to meet the minimum UK residency period as determined by the level of vetting being undertaken, which for SC is 5 years UK residency prior to your vetting application. If you have any questions about this residency requirement, please speak to the vacancy holder for this post.

From 1 April 2026, applicants will be required to meet updated nationality and residency requirements so that National Security Vetting (NSV) checks

can be conducted. If this affects you, we will give you more information at the appropriate time.

### **Important information for existing HMRC contractual homeworkers:**

This role may be suitable for existing HMRC employees who are contractual homeworkers. Occasional attendance to the office will be required where there is a business need. Please consider the advertised office locations for this role when applying and only select locations from the ‘location preferences’ section that you can travel to.

### **Terms and Conditions**

Customer facing roles in HMRC require the ability to converse at ease with members of the public and provide advice in accurate spoken English and/or Welsh where required. Where this is an essential requirement, this will be tested as part of the selection process.

HMRC has a presence in every region of the UK. For more information on where you might be working, [review this information on our locations](#).

The Civil Service values honesty and integrity and expects all candidates to abide by these principles. The evidence you provide in your application must relate to your own experiences.

Any instances of plagiarism or other forms of cheating will be investigated and, if proven, the relevant application(s) will be withdrawn from the process.

Recording of interviews is prohibited unless explicit agreement is sought in line with the UK General Data Protection Regulations.

Questions relating to an individual application must be emailed as detailed later in this advert.

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.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5 year period following a dismissal for carrying out internal fraud against government.

New entrants will join on the minimum of the pay band.

Please note that, if you are applying for roles on a part-time basis, the salary agreed will be pro-rata, reflective of the working hours agreed within your contract.

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

For more information for people applying for, or thinking of applying for, roles at HM Revenue and Customs, please see link: [Working for HMRC: information for applicants - GOV.UK.](#)

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 : Malcolm McDonagh

Email : malcolm.mcdonagh@hmrc.gov.uk

Recruitment team

Email : unitybusinessservicesrecruitmentresults@hmrc.gov.uk

### **Further information**

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. You have the right to complain if you feel there has been a breach of the Recruitment Principles. In the first instance, you should raise the matter directly via [ubsrecruitmentcomplaints@hmrc.gov.uk](mailto:ubsrecruitmentcomplaints@hmrc.gov.uk). Please note that we do not accept complaints or appeals regarding scoring of outcomes of campaigns, unless candidates can provide clear evidence that the campaign did not follow the Recruitment Principles. If 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 website.

