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# Senior Software Engineer

Department for Work and Pensions

**Apply before 11:55 pm on Sunday 23rd February 2025**



Department  
for Work &  
Pensions

### Reference number

387202

### Salary

£55,557 - £78,517

A [Civil Service Pension](#) with an employer contribution of 28.97%

**Job grade**

Grade 7

**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**

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## Location

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

# About the job

## Job summary

Do you have experience of using C or C++?

Do you want to support and develop our services that pay £150Bn to over 15M customers each year?

Can you lead teams and influence stakeholders across multiple teams?

If so, this role may be perfect for you.

We're looking for a Software Engineer who wants to build and maintain our core systems, contributing to DWP goals to support some of the most vulnerable people in society by building demanding and exciting future digital services for the UK Government.

You will be part of changing the face of public services with the potential to dramatically transform the future of millions of people.

You'll develop and maintain software products that make up citizen services and contribute towards their design.

## Please note:

Occasional travel to DWP Digital hub locations may be required as part of this role.

This role requires you to pass [Security Check](#) clearance. For further information, please see 'Selection process details'.

## Job description

As part of the role you'll:

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

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

Focus on operational stability, efficiency, robustness, resilience, availability and quality, and be accountable for the code you and your teams produce.

Lead a team of engineers.

Collaborate across teams and providing leadership and direction to a multi-functional team supporting our applications.

Support across other applications and based on need and workload.

Transform business requirements into production ready code.

Deliver software products which make up services.

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

Carry out agreed infrastructure maintenance tasks.

Provide 3rd line support on products developed, including out of hours support as and when required.

Coach and mentor across the team and wider engineering practice.

## **Person specification**

See selection process for further details.

If you would like to learn more about the role, please contact [Caicy.sandford1@dwp.gov.uk](mailto:Caicy.sandford1@dwp.gov.uk).

## **Technical skills**

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

Expert knowledge and extensive experience of C or C++ technologies, frameworks and design principles. Capable of leading the production of software solutions of the highest quality.

# Benefits

Alongside your salary of £55,557, Department for Work and Pensions contributes £16,094 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 £55,557 to £66,058.

The maximum salary for the grade is £66,058, however a Digital Allowance of up to £12,459 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**

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Experience and Technical skills.

### **Stage 1: Application**

Your application will consist of four 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.

3. Personal statement - up to 750 words. This statement should be used to provide examples of how you meet the essential criteria listed below.

Awareness/knowledge of Tuxedo/IPC, Microfocus COBOL, SQL, Bash, Unix and RHEL.

Awareness/knowledge of open-source technologies and tools such as Python and Java.

Experience of using task management tooling such as Jira.

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

Experience of leading multidisciplinary engineering teams, communicating with stakeholders, driving delivery, ensuring standards, ways of working and building supportive and collaborative culture.

4. Technical statement (up to 250 words).

Expert knowledge and extensive experience of C or C++ technologies, frameworks and design principles. Capable of leading the production of software solutions of the highest quality.

An initial sift will be conducted using the technical statement. Candidates who pass the initial sift will be progressed to a full sift.

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

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 or technical statement contain any personal details your application will be withdrawn.**

## **Stage 2: Interview**

If you're successful at sift 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** and **technical statement**.

You will be asked to do a 10 minute presentation on a specific topic. Further details will be provided to candidates invited to interview.

Interviews will take place from late March 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.

## **Security Clearance Requirement**

You must meet the security requirements before you can be appointed. The level of security needed is security check.

For meaningful checks to be carried out, you will need to have lived in the UK for a sufficient period of time, to enable appropriate checks to be carried out and produce a result which provides the required level of assurance. Whilst a lack of UK residency in itself is not necessarily a bar to a security clearance, and expectation of UK residency may range from 3 to 5 years. Failure to meet the residency requirements needed for the role may result in the withdrawal of provisional jobs offers.



For further information on National Security Vetting please visit the following page <https://www.gov.uk/government/publications/demystifying-vetting>

## **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](mailto: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](#).

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.

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 : Caicy Sandford

Email : [Caicy.sandford1@dwp.gov.uk](mailto:Caicy.sandford1@dwp.gov.uk)

Recruitment team

Email : [digitalrecruitment.grs@cabinetoffice.gov.uk](mailto: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/>.

