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Legacy & SaaS Software Engineer (£37,733)

Driver and Vehicle Licensing Agency

Apply before 11:55 pm on Friday 14th February 2025



Driver & Vehicle
Licensing
Agency

Reference number

390000

Salary

£37,733

The salary of £37,733 (basic salary £34,233) includes a non-pensionable Recruitment and Retention Allowance of £3,500

Job grade

Higher Executive Officer

Contract type

Permanent

Business area

DVLA - Information Technology Services

Type of role

Digital
Information Technology

Working pattern

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

Number of jobs available

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Location

Swansea

About the job

Job summary

Would you like the opportunity to contribute to the development and support of the Driver and Vehicle Licensing Agency's (DVLA) IT services (ITS)?

If so, our exciting Legacy & SaaS Software Engineer role will provide the challenge you are looking for.

Job description

We are looking for a software engineer to help maintain and support a number of important legacy applications including our on-premise services and our driver's mainframe system.

These are important long-standing applications with key integrations to many other DVLA systems and external stakeholders that require software engineers with specialised technical skills and domain knowledge.

To help provide on-going engineering capability within this area we have a Legacy & SaaS Software Engineer position. The role holder will work directly with the existing legacy engineering teams playing a critical role in maintenance and support activities for on-premise and mainframe applications and systems.

Responsibilities

Your responsibilities will include but will not be limited to:

- Demonstrating knowledge of on-premise and legacy application design, architecture and integration patterns.

- Undertaking root cause analysis into transaction and application failures.

- Working with enterprise technology and monitoring tools to ensure applications are maintained and operate effectively.

- Working on your own initiative.

- Following and/or contributing to the development of documented processes.

Monitoring technology performance and identifying opportunities to improve it continual improvement ethos.

Facilitating small and large changes working alongside DVLA's Software Engineering community.

Developing and maintaining good relationships with stakeholders across the business.

Developing own skills and actively coaching and developing others.

Working collaboratively within a team structure supporting and learning from other team members.

Supporting the standardisation of documentation.

For further responsibilities please review the attached Role Profile.

Additional Information

Applications will be accepted from full time/part time/job sharers. Full time roles at DVLA consist of 37 hours per week. Part time and/or flexible working may also be available subject to the needs of the business. If you have a flexible or part time working requirement, you should contact the vacancy holder in advance of making an application to avoid possible disappointment later in the process should your desired working arrangements not be compatible with the requirements of the role. To contact the vacancy holder, please use the job contact details listed under Contact point for applicants .

Great line management is important to us as an organisation, and we will equip and support line managers to develop the skills set out in the [Civil Service Line Management Standards](#). We aim to empower line managers to create teams where people can flourish and deliver excellent outcomes for the public.

Person specification

You will be a self-starter who looks to add real value to ITS, someone who can gain rapport quickly with others as you look to build effective working relationships. You will have strong communication skills both verbally and in writing with the ability to adapt your delivery to suit a wide variety of audiences.

You'll have a passion for delivering change initiatives that support the needs of DVLA, with the ability to, influence those around you and driving your team towards a shared goal. You will have good organisational skills with the ability to work in a fast-paced environment, managing multiple (and often conflicting) workloads on time and to a high standard.

Working for the DVLA Digital Team

At DVLA, licensing is just the start. Every project you implement, touch and deliver has a ripple effect that'll wash across the nation. Here the work you're doing has the capacity to change the way 50 million people interact with our services. As we aim to keep our roads some of the safest in the world, our innovative, transformative digital-led services help optimise a nation of individuals and business every single day.

To see how our people are transforming our digital services, head over to our [DVLA Digital Services Blog](#) and, to understand more about the great opportunities and benefits of working at DVLA read our [Inside DVLA blog](#).

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Due to the evolving nature of the business, vacancies can become available at any time. Therefore, this campaign may create a reserve list to fulfil demand if it arises which will be held for a period of 12 months.

Behaviours

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

Delivering at Pace

Technical skills

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

Developer: Development Process Optimisation (Skill level: Awareness)

Developer: Service Support (Skill level: Working)

Developer: Systems Integration (Skill level: Working)

Developer: Programming and Build (software engineering (Skill level: Practitioner)

Benefits

Passionate, reliable and always willing to push yourself and those around you, you'll continue to seek improvement in your own role and challenge us too. Because we pride ourselves on how we approach your development. From training courses to specialist skills workshops and opportunities to grow your expertise, we thrive when you thrive. You can find out more about all of the above [here](#) alongside a full list of our benefits:

Best in class learning and development tailored to your role

An environment with flexible working options where we encourage a great work-life balance

A culture encouraging inclusion and diversity with a range of staff communities to support all our colleagues

Generous employer contribution of 28.97%, depending on chosen pension scheme

Digital communities with clear career frameworks

On-site gym plus personal training available (membership applies)

On-site nursery, restaurants and coffee bar

25 days holiday (plus bank holidays), increasing by 1 each year (up to 30) & 1 extra day for the King's birthday

Free parking

A hybrid office/home based working model where staff will spend a minimum of 60% of their time in the office over a month, with flexibility dependent on balancing business and individual need.

There are many more opportunities and great benefits of working at DVLA, visit our [Careers website](#) for further information.

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Things you need to know

Selection process details

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

How to Apply

As part of the application process, you will be asked to complete a CV and personal statement of up to 500 words. Further details around what this will entail are listed on the application form.

For your CV and personal statement, please provide detailed evidence of your experience of the following essential criteria:

Experience working on one or more commercial, software delivery projects.

Experience in one or more system integration and application support specialisms such as enterprise application support, on-premise and mainframe integration or incident investigation and resolution.

[Click here](#) for further guidance on writing a CV and personal statement.

The sift is due to take place on Monday 17th February 2025.

Interviews will be held on Thursday 27th February 2025.

This interview will be conducted via a video interview. Further details of which will be provided to you should you be selected for interview.

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.

If invited to interview, this may consist of a range of question types. These could include questions around behaviours and how you would respond in any situation as well as specific examples of things you have done.

The selection process will be designed specifically for the role. As a result, your assessment will include:

An interview and practical assessment.

The Department for Transport alongside other Government Departments recruit using Success Profiles. This means for each role we consider what you will need to demonstrate in order to be successful. This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

For further information on Success Profiles visit our [Careers website](#).

Please take note that DVLA does not hold a UK Visa & Immigration (UKVI) Skilled Worker License sponsor and are unable to sponsor any individuals for Skilled Worker Sponsorship.

If your application is successful but you have been dismissed from the Civil Service within the last 12 months, your application could be removed at the pre-employment checking stage.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check](#). To allow for meaningful checks to be carried out, candidates will be required to have at least 5 years continuous residency in the UK. All applicants for this role must ensure that they meet this minimum residency requirement - if you do not, your application will be withdrawn.

Use of Artificial Intelligence (AI)

You must ensure that any evidence submitted as part of your application or used during interview is truthful and factually accurate. Applications may be rejected if plagiarism is detected. Examples of plagiarism can include presenting the ideas and experiences of others, or concepts generated by artificial intelligence, as your own.

View our guidelines [here](#).

Reasonable Adjustments

As a Disability Confident Leader employer, we are committed to ensuring that the recruitment process is fair, accessible and allows all candidates to perform at their best. If a person with a visible or non-visible disability is substantially disadvantaged, we have a duty to make reasonable changes to our processes.

Complete the Assistance required section in the Additional requirements page of your application form to tell us what changes or help you might need during the recruitment process. For instance, you may need wheelchair access at an interview, or if you're deaf, a Language Service Professional.

If you need a reasonable adjustment so that you can complete your application, you should contact Government Recruitment Service via dftrecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

Document Accessibility

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

This job advert contains links to the [DfT Careers website](#). Our website provides useful guidance and information that can support you during the application process. If you cannot access the information on our website for any reason, please email DRGComms@dft.gov.uk for assistance.

Further Information

For more information about how we hire, and for useful tips on submitting your application for this role, visit the [How We Hire](#) page of our DfT Careers website. You can find detailed information about the recruitment process and what to expect when applying for a role.

Pre-employment Checking

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.

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

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.

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 : ITS Recruitment

Email : ITSRecruitment@dvla.gov.uk

Recruitment team

Email : dftrecruitment.grs@cabinetoffice.gov.uk

Further information

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, in the first instance, you should contact Government Recruitment Services via email: dftrecruitment.grs@cabinetoffice.gov.uk

If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission: Visit the Civil Service Commission website [Here](#)

