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# Associate DevOps Engineer (3084)

Scottish Government

**Apply before 11:55 pm on Sunday 22nd February 2026**



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

**Reference number**

447818

**Salary**

£33,754 - £36,612

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Executive Officer  
B1

**Contract type**

Permanent

**Type of role**

Other

**Working pattern**

Full-time

**Number of jobs available**

1

## Contents

Location

About the job

Benefits

Things you need to know

Apply and further information

## Location

Glasgow, Scotland, G51 1DZ

## About the job

### **Job summary**

Do you want to help transform the way Scottish Government uses cloud technologies to enable the delivery of better Digital Services to serve the people of Scotland?

Disclosure Scotland (DS) provides criminal record checking services to individuals and organisations to support safer recruitment and protect vulnerable groups. We provide a key societal service, both protecting vulnerable citizens and assisting other citizens to safely get back to work and contribute to society. We are currently on a programme to develop and continuously improve services based on user needs. This is an opportunity to help transform the way the government provides this critical public service to safeguard children and vulnerable adults.

We're on a journey with our technology, having recently successfully transformed the business onto a modern digital platform. We now have to further explore the benefits that our technologies can bring. Being the first UK government organisation to successfully host and secure Police data in The Cloud (AWS) we are seeking to further enhance the security of our platform by taking advantage of modern AWS features and practices.

As an Associate DevOps Engineer, you will be part of that journey as we invest in Kubernetes (EKS, ECR), serverless (Lambda, Fargate), advanced system messaging (SNS, SQS, Kafka) and the best in UK cloud security controls. You will also be with us as we adopt modern working concepts such as GitOps, Immutable Infrastructure, Infrastructure as Code as we seek to streamline the delivery of our microservice products into the cloud. This role sits within the DS Digital Platform Team, managing, maintaining, and supporting the platform and infrastructure on which DS systems operate

## **Job description**

### **Responsibilities**

Support the delivery of secure digital services by understanding information security principles and the controls used to protect solutions and services.

Use modern technologies and best practices to help improve the quality and reliability of software development process.

Develop an understanding of the software development lifecycle and how digital services are built and supported.

Support the use of prototyping to explore, test, and improve solutions where appropriate.

Work openly and collaboratively with colleagues across multidisciplinary teams.

Assist with the investigation and resolution of service faults, completing defined activities under direction.

Contribute to the implementation of solutions, while not being responsible for planning or design decisions at this level.

Spend a significant proportion of time learning through shadowing experienced colleagues.

Attend certified training and develop skills through on-the-job learning.

Build knowledge and capability to support ongoing development within the DevOps profession.

## **Person specification**

### **Success Profile**

Success profiles are specific to each job, and they include the mix of experience, skills and behaviours candidates will be assessed on.

### **Experience:**

Lead Criteria 1: You have helped with the investigation and fixing of service faults, completing defined activities under direction.

Lead Criteria 2: You have observed the application of the latest technologies and best practices to improve the quality of the software development process.

You have seen the implementation of security controls and understood how they protect solutions and services.

You have been indirectly involved in the process of software development and have a basic knowledge of how services are built.

## **Technical Skills:**

This role is aligned to the Junior DevOps engineer job role within the Software Engineering/Development family. You can find out more about the skills required, here: [Development operations \(DevOps\) engineer - Government Digital and Data Profession Capability Framework](#)

These skills are assessed by technical assessment, designed to represent the role. Candidates reaching this stage will receive a Technical Assessment Candidate Pack which outlines the specific skills to be assessed, plus the method of assessment.

## **Behaviours:**

Changing and improving - Level 2.

Communicating and influencing - Level 2.

Making effective decisions - Level 2.

Working together - Level 2.

You can find out more about Success Profiles Behaviours, [here](#). Behaviours are assessed at interview.

## **Benefits**

Alongside your salary of £33,754, Scottish Government contributes £9,778 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Learning and development tailored to your role

An environment with flexible working options

A culture encouraging inclusion and diversity

A Civil Service pension with an employer contribution of 28.97%

## 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

#### How to apply

Apply online, providing a CV and Supporting Statement (of no more than **750 words**) which provides evidence of how you meet each of the four Experience criteria listed in the Success Profile above.

Candidates will have their applications assessed against all Experience criteria. If a large number of applications are received an initial sift will be conducted on the Lead Criteria highlighted above. Candidates who pass the initial sift will have their applications fully assessed.

Artificial Intelligence (AI) tools can be used to support your application but all statements and examples 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, and presented as your own) applications will be withdrawn and internal candidates may be subject to disciplinary action.

Please see our [candidate guidance](#) for more information on acceptable and unacceptable uses of AI in recruitment

If invited for further assessment, this will consist of an interview and DDaT Technical assessment where the behaviours and technical skills outlined in the Success Profile will be assessed. Full details will be shared in advance with all candidates invited to this stage.

Interviews and DDaT Technical assessments are scheduled for **w/c 9 March 2026**, however these may be subject to change.

Feedback will only be provided if you attend an interview or assessment.

## **Security**

Successful candidates must undergo a criminal record check.

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.

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 : Andrew Binnie

Email : [andrew.binnie@disclosurescotland.gov.scot](mailto:andrew.binnie@disclosurescotland.gov.scot)

Recruitment team

Email : [scottishgovernmentrecruitment@gov.scot](mailto:scottishgovernmentrecruitment@gov.scot)

