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# Principal Developer

UK Health Security Agency

**Apply before 11:55 pm on Monday 20th January 2025**



**Reference number**

380607

**Salary**

£72,739 - £82,746

per annum, pro rata + potential for MPS of up to £15K for 3 years from June 2024

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 6

**Contract type**

Permanent

**Type of role**

Information Technology

**Working pattern**

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

**Number of jobs available**

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## Location

Canary Wharf

# About the job

## Job summary

The UKHSA Development and Operations team leads the digital transformation of UKHSA to make it a more data driven, customer focused, digital organisation. We do this by delivering services which meet and maintain the Government Digital Service (GDS) Digital by Default Service Standard (<https://www.gov.uk/service-manual/digital-by-default>).

There is potential for a specialist pay allowance of up to £15,000 could be available depending on a capability assessment.

We pride ourselves as being an employer of choice, where Everyone Matters promoting equality of opportunity to actively encourage applications from everyone, including groups currently underrepresented in our workforce.

UKHSA ethos is to be an inclusive organisation for all our staff and stakeholders. To create, nurture and sustain an inclusive culture, where differences drive innovative solutions to meet the needs of our workforce and wider communities. We do this through celebrating and protecting differences by removing barriers and promoting equity and equality of opportunity for all.

**Please visit our careers site for more information <https://gov.uk/ukhsa/careers>**

## Job description

In this hands-on leadership role, you will develop and deploy new products and enhance UKHSA's existing products and apps. You will define best practices in software development across the organisation and lead software design and delivery throughout its lifecycle. Collaborating with business and technology stakeholders, including UI, connectivity, and DevOps teams, you will translate business problems into technical designs and build elegant solutions.

Utilising the Scrum agile delivery methodology, you will deliver software in short iterations with frequent releases, ensuring high code quality. You will

also provide technical direction on full-stack software development best practices, liaising with key internal and external stakeholders.

As a leader, you will mentor and manage a team of software developers, fostering a collaborative and high-performance team environment. You will conduct regular one-to-one meetings, performance reviews, and career development sessions, identifying training needs and supporting the professional growth of civil service team members.

In addition, you will excel in supplier management, setting performance expectations, and ensuring suppliers meet quality and delivery standards. Your role will involve monitoring and evaluating supplier performance, promptly addressing issues, and maintaining effective supplier relationships.

Overall, you will contribute to the strategic direction of the engineering department, aligning technical goals with departmental and government objectives and driving initiatives to achieve them.

In this role, you will lead, mentor, and manage a team of software developers, fostering a collaborative and high-performance team environment. You will conduct regular one-to-one meetings, performance reviews, and career development sessions, while identifying training needs and supporting the professional growth of team members.

You will oversee the architectural design and development of high-quality software solutions, ensuring adherence to best practices in software engineering, including code quality, testing, and documentation. Staying current with emerging technologies and industry trends, you will incorporate them into the development process.

You will plan, execute, and deliver complex technical projects on time and within budget, collaborating with product managers, designers, and other stakeholders to define project requirements and scope. Managing project risks, dependencies, and timelines effectively will be crucial.

Managing relationships with external suppliers and contractors, you will negotiate contracts, set performance expectations, and ensure suppliers meet quality and delivery standards. You will monitor and evaluate supplier performance, addressing any issues promptly.

You will establish and enforce software development standards and best practices within the agency, developing and maintaining technical documentation, coding standards, and guidelines. Promoting a culture of continuous improvement and innovation within the engineering team will be key.

Contributing to the strategic direction of the engineering department and its objectives, you will identify opportunities for process improvements and implement best practices. Aligning engineering goals with departmental and government objectives, you will drive initiatives to achieve them.

Acting as a liaison between the engineering team and other departments, you will communicate effectively with technical and non-technical stakeholders. You will represent the engineering team in meetings, providing updates on project status and technical issues.

Your stakeholders will include:

### **Internal**

- Senior Civil Servants/Head level members of the UKHSA

- Technology and Data teams

- Product owners across UKHSA

- Users within UKHSA including key business sponsors

### **External**

- Software suppliers and design agency representatives

- Representatives of other bodies with NHS and Department of Health

- Government Digital Service

The post holder will develop working relationships and communicate regularly with a wide range of individuals, clinical and non-clinical, internal and external to UKHSA.

### **Person Specification**

You will have expert knowledge of Python, capable of adhering to agreed security standards and specifications. Using the best tools for the job, you will design, create, test, and document new or redeveloped software.

You will be proficient in building medium to high complexity software, specifying and designing systems to meet defined business needs.

Your ability to explore and propose different problem-solving approaches will be essential. You will ensure the selection of appropriate technology and efficient use of resources to integrate multiple systems and technologies.

You will be skilled at integrating and testing multiple components, systems, and their interfaces. A key part of your role will be taking ownership of projects and driving them through to production.

The position requires excellent troubleshooting skills, with the ability to identify, locate, and competently fix bugs and errors.

You will need a strong ability to collaborate with user researchers, advocate for users internally, and champion user research to focus on all users. This includes understanding users, identifying them and their needs based on evidence, and putting users first in all decision-making processes.

You will effectively manage competing priorities and offer recommendations on the best tools and methods. Additionally, you will have experience using modern standards for process automation and testing and be able to guide others in adopting these practices.

You will excel in supplier management, setting performance expectations, and ensuring suppliers meet quality and delivery standards. Establishing and enforcing software development standards and best practices within the agency will be a significant aspect of your role.

As a leader, you will mentor and manage a team of software developers, fostering a collaborative and high-performance team environment. You will conduct regular one-to-one meetings, performance reviews, and career development sessions, identifying training needs and supporting the professional growth of civil service team members.

You will contribute to the engineering department's strategic direction, aligning technical goals with departmental and government objectives and driving initiatives to achieve them. Your leadership will ensure the successful delivery of digital services while promoting a culture of continuous improvement and innovation within the team.

Overall, you will bring a strategic vision to the engineering team, demonstrating a commitment to the development and success of civil

service teams and ensuring the effective delivery of high-quality software solutions.

## **Person specification**

### **Essential criteria**

Educated to degree level in a relevant subject such as computer science or equivalent work-related experience.

Significant experience in a leadership or managerial role.

Strong communication, influencing and interpersonal skills.

Experience in supplier management, including performance monitoring.

Extensive experience in software development with a strong background in Python, JavaScript and Node.

Proven track record of successfully leading and delivering complex technical projects.

Demonstrable strong understanding of enterprise level software development processes and methodologies including tools, and processes.

Excellent problem-solving skills and attention to detail.

Experience with GitHub, Public Clouds (AWS, Azure) and Jira/Confluence.

## **Benefits**

Alongside your salary of £72,739, UK Health Security Agency contributes £21,072 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

## **Selection process details**

This vacancy is using Success Profiles and will assess your Behaviours and Experience.

### **Stage 1: Application & Sift**

You will be required to complete an application form. You will be assessed on the above listed 9 essential criteria, and this will be in the form of a:

Application form ( Employer/ Activity history section on the application)  
1250 word Statement of Suitability.

This should outline how your skills, experience, and knowledge, provide evidence of your suitability for the role, with reference to the essential criteria.

The Application form and Statement of Suitability will be marked together.

If you are successful at this stage, you will progress to interview and assessment.

Please do not exceed 1250 words. We will not consider any words over and above this number.

### **Stage 2: Interview (Success Profiles)**

You will be invited to a face to face interview. In exceptional circumstances, we may be able to offer a remote interview.

Behaviours and experience will be tested at interview.

There will be a presentation as part of the process.

The Behaviours tested during the interview stage will be:

Leadership (Lead behaviour)  
Making effective decisions



Communicating and Influencing

Delivering at Pace

Interviews will be held in January 2025. Please note, these dates are subject to change.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Feedback will not be provided at this stage.

### **Eligibility Criteria**

Open to all external applicants (anyone) from outside the Civil Service (including by definition internal applicants).

### **Location**

This role is being offered as hybrid working based at our Canary Wharf offices. We offer great flexible working opportunities at UKHSA and operate using a hybrid working model where business needs allow. This provides us with greater flexibility about how and where we work, to get the best from our workforce. As a hybrid worker, you will be expected to spend a minimum of 60% of your contractual working hours (approximately 3 days a week pro rata, (averaged over a month)). Our core HQ offices are modern and newly refurbished with excellent city centre transport link and benefit from benefit from co-location with other government departments such as the Department for Health and Social Care (DHSC).

### **Security Clearance Level Requirement**

Successful candidates must pass a disclosure and barring security check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is Basic Personnel Security Standard.

### **Reasonable Adjustments**

The Civil Service is committed to making sure that our selection methods are fair to everyone. To help you during the recruitment process, we will consider

any reasonable adjustments that could help you. An adjustment is a change to the recruitment process or an adjustment at work. This is separate to the Disability Confident Scheme. If you need an adjustment to be made at any point during the recruitment process you should contact the recruitment team in confidence as soon as possible to discuss your needs. You can find out more information about reasonable adjustments across the Civil Service here: <https://www.civil-service-careers.gov.uk/reasonable-adjustments/>

## **International Police Check**

If you have spent more than 6 months abroad over the last 3 years you may need an International Police Check. This would not necessarily have to be in a single block, and it could be time accrued over that period.

## **Artificial Intelligence (AI)**

Your application may be rejected and/or you may be subject to disciplinary action if evidence of plagiarism is detected. Examples of plagiarism can include presenting the ideas and experience of others, or generated by artificial intelligence (AI), as your own.

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 : Jon Payne

Email : [recruitment@ukhsa.gov.uk](mailto:recruitment@ukhsa.gov.uk)

Recruitment team

Email : [recruitment@ukhsa.gov.uk](mailto:recruitment@ukhsa.gov.uk)

### **Further information**

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the Civil Service Commission's Recruitment Principles. 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 UKHSA Public Accountability Unit via email: [Complaints@ukhsa.gov.uk](mailto:Complaints@ukhsa.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: <https://civilservicecommission.independent.gov.uk>

<http://www.healthjobsuk.com/vacancy/6827977>

