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Java Software Engineer

Department for Work and Pensions

Apply before 11:55 pm on Sunday 16th February 2025



Department
for Work &
Pensions

Reference number

386227

Salary

£42,614 - £58,347

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer

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

16

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Location

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

About the job

Job summary

We are looking for outstanding Software Engineers who can make a positive impact and want to contribute to one of the most demanding and important Government services for the UK.

Let's be clear about the impact of your work – the products we build are the changing the face of public services with the potential to dramatically transform the future of millions of people.

Within Working Age Services Digital, we are responsible for a number of existing services which support the core of society and is the department's highest profile benefit service, Universal Credit.

We are looking for the kind of person who enjoys a challenge. Working Age Services is undergoing a period of technical change in line with our technical strategy – aiming to become more consistent in our ways of working, more standardised in our technical stacks, and transforming some of our services monolithic architectures into microservices.

You'll play a major role in the design and implementation of exciting modern digital services for the UK Government. You'll be part of a team dedicated to the creation of Universal Credit which is actively delivering for 5.5 million citizens every day.

Our Software Engineers build and run applications as part of multi-functional agile delivery teams. What really excites the successful candidate is problem-solving and the opportunity to deliver innovative technology that carries real value for users. The candidate will be expected to draw value from collaboration with others, actively seek input from colleagues and value a multidisciplinary team over hierarchy.

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

Job description

Our Software Engineers are experts in their field, skilled in multiple disciplines, role models in software craftsmanship and have proven experience in the design, development and support of software products.

You will follow best practice and work in teams that deliver quality software products.

We work collaboratively as part of a multidisciplinary team, focused on designing and building software products that make up services used by millions of people.

Our teams focus on operational stability, robustness, resilience, availability and quality for the code we produce.

Your responsibilities will include but are not restricted to, the following:

- Design and build the Working Age services including building reusable libraries.

- Coaching and mentoring your peers and more junior staff, supporting their professional development.

- Collaborate with senior engineers and the wider community to set the strategic direction for the department.

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.

Technical skills

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

- A proven track record of building Java applications (minimum version 11), using modern industry standard patterns, approaches, and frameworks.

Benefits

Alongside your salary of £42,614, Department for Work and Pensions contributes £12,345 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 in **London** is from £48,468 to £49,906.

The maximum salary for the grade is £49,906, however a Digital Allowance of up to £8,441 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.

Pay for this role in **National Locations** is from £42,614 to £45,081.

The maximum salary for the grade is £45,081, however a Digital Allowance of up to £13,266 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. Your employment history detailing your responsibilities, skills, accomplishments, qualifications and relevant training. Please copy this information into the box field provided.
3. Personal statement up to 750 words.

When giving details in your employment history and personal statement you should highlight your experience in line with **essential criteria** below:

Experience of building in cloud-based environments like AWS and Azure.

An excellent understanding of Test Driven Design (TDD) and Behavioural Driven Design (BDD).

Knowledge and experience of SQL and noSQL database applications such as Postgres, MySQL and MongoDB.

The skills to build up a useful, robust automated test suite to support a continuous deployment environment.

Knowledge and experience of APIs, RESTful services and Microservice Architectures.

4. Technical statement (up to 250 words).

A proven track record of building Java applications (minimum version 11), using modern industry standard patterns, approaches, and frameworks.

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/statements contain any personal details your application will be withdrawn.

Stage 2: Coding Test

If you are successful at Stage 1, you will be invited to complete a coding exercise. You will have 5 working days to complete this activity. Further details will be given to those who pass Stage 1.

Stage 3: Interview

Should you be successful after stage 2, you will be invited to a video interview via Microsoft Teams, you will be required to have your test solution available at interview for further discussion and analysis and you will be assessed against the experiences listed in the **essential criteria** and **technical statement**. Further details will be given to those who pass Stage 2.

Sift dates to be confirmed.

Interviews will take place from mid to end March 2025. Interview dates to be confirmed.

Further Information:

Find out more about [Working for DWP](#)

For Hints and Tips on completing your application visit [Applying for jobs at DWP Digital](#).

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.

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.

The evidence you provide must relate to your own experiences. If evidence of plagiarism, or sharing of questions, information or answers throughout any part of the selection process is found, your application will be withdrawn. Examples of plagiarism can include:

- Presenting the work, ideas and experience of others as your own.

- Copying content from an online/published source.

- Using forms of Artificial Intelligence to produce application content which you present as your own.

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** 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](#).

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

Recruitment team

Email : dwprecruitment.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/>.

