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# Scala Developer

Home Office

**Apply before 11:55 pm on Monday 2nd March 2026**

Home Office

**Reference number**

447435

**Salary**

£50,182

London: £50,182
You may be eligible for an additional non-pensionable allowance, pending a Capability and Skills Assessment, with a value of up to £11,338.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Senior Executive Officer

**Contract type**

Permanent

**Business area**

HO - Home Office Digital - Engineering

**Type of role**

Digital
Engineering
Information Technology

**Working pattern**

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

**Number of jobs available**

1

# Contents

# Location

Croydon CR0 2WF

# About the job

**Job summary**

We are looking for people who are passionate about Engineering to join our community led team in Shared Applications Service (SAS). You will work in agile multidisciplinary teams with over 200 engineers in a modern cloud environment using the latest technologies. Our purpose as a team is to bring technical understanding in-house for over 600 Home Office applications.

You could be creating and maintaining some of the most critical public services in the United Kingdom and transforming how we use data and technology to improve these. We are responsible for designing, building and supporting solutions for citizens and Home Office teams. You could also be working on critical IT systems that support policing and counter terrorism, which helps protect UK borders.

Where business needs allow some roles may be suitable for a combination of office and home-based working. Where this is the case, employees will be expected to spend a minimum of **60% of their working time in the office.**

Watch this short video to hear from members of Home Office Digital talking about the projects they work on and their experience of working here: Working for Home Office Digital.

## Job description

The Developer works on software components that form part of a product. You will be involved in designing, running and improving software that meets user needs. You will typically work under the guidance of senior colleagues in your team.

You will work to our technical standards writing clean, secure code following a test-driven approach, ensuring the code is open as far as possible and can be re-used.

## Tools and Technologies we use:

We are keen for Engineers to continue learning new technologies, we have a large range in the Home Office including:

Backend: Java, Node.js, C#, Python, PHP, Scala, Power platform

Frontend: React, JavaScript, Typescript, Angular

Data: PostgreSQL, Microsoft SQL Server, Mongodb, Apache Cassandra

DevOps: AWS, Kubernetes, Azure, Jenkins, Docker, Ansible, Terraform

AI: Azure ML Studio, Python, Github Copilot, OpenAI

## Person specification

## Main responsibilities

Delivering secure, reliable and scalable software in your team; undertaking a breadth of development tasks.

Designing new software using appropriate tools and in line with standards, proving designs through prototyping.

Reporting on system performance and supporting test activities; keeping documentation up to date.

Supporting services you have delivered through regular maintenance activities, balancing your work with your leadership.

Working with other engineers to deliver new capability, for instance improved CI/CD pipelines or test approaches.

**Essential skills**

Ability to design modular, secure, and maintainable Scala components using recognised design principles and tools, validating designs through prototyping and ensuring compatibility with Play Framework architecture. (SWDN) (Lead essential criteria)

Experience developing reliable Scala and Play Framework applications, writing clean, idiomatic code, and following best practices for collaborative development and CI/CD workflows. (PROG)

Skilled in creating and executing automated tests for applications (unit, integration, end-to-end) using ScalaTest and Mockito to ensure code quality and correctness. (TEST)

Capable of integrating Play Framework services with external systems via REST APIs, managing HTTP clients and JSON serialization/deserialization securely and efficiently, and contributing to build and deployment automation through CI/CD pipelines. (SINT)

Knowledge of managing and validating data in applications, including working with relational and NoSQL databases, implementing data access layers, and ensuring data integrity. (DATM)

Able to support and maintain applications post-deployment, including troubleshooting, performance monitoring, optimizing application responsiveness, and applying regular updates to keep services reliable. (ASUP)

**SFIA capability framework**

Skills for the Information Age (SFIA) is the technical framework that sets the standard capability and development of all levels in the Home Office. This is a link to the capability framework: All skills A - Z English (sfia-online.org).

We use set SFIA technical skills to form our interview questions and we will assess you against these technical skills during the selection process.

The essential skills listed above are reflective of the Home Office Government Digital and Data Profession Career Framework (based on the

industry standard SFIA framework).  Use the SFIA <u>levels of responsibility</u> to understand what would be expected for each technical skills listed below.

**Technical skills**

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

Software design (SWDN) - Level 3

Programming/software Development (PROG) - Level 3

Testing (TEST) - Level 3

Systems integration and build (SINT) - Level 3

Data management (DATM) - Level 3

Application support (ASUP) - Level 3

# Benefits

Alongside your salary of £50,182, Home Office contributes £14,537 towards you being a member of the Civil Service Defined Benefit Pension scheme. <u>Find out what benefits a Civil Service Pension provides.</u>

**Why work for us...**

Find out more information at: <u>benefits - Home Office careers,</u> but some of the primary ones are:

A competitive starting salary.

A civil service pension with employer contribution rates of at least 28.97%.

In-year reward scheme for one-off or sustained exceptional personal or team achievements.

The ability to potentially adopt flexible working options that suit your work/life balance, plus the opportunity in future to take a career break.

25 days annual leave on appointment, rising with service.

Eight days public holidays, plus one additional privilege day.

26 weeks maternity, adoption or shared parental leave at full pay, followed by 13 weeks statutory pay and a further 13 weeks unpaid, after qualifying service.

Maternity and adoption support leave (also known as paternity leave) of two weeks full pay, after qualifying service.

Paid leave for fostering approval processes, support when a child is substantively placed with you plus a foster to adopt policy.

Support for guardians and kinship carers.

Corporate membership of  Employers for Carers  providing additional information and advice for carers, plus a  Carer s Passport  to discuss workplace needs and underpin supportive conversations.

Time off to deal with emergencies and certain other unplanned special circumstances.

Sign-up on our website to receive emails with information about careers at the Home Office.

# 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**

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

As part of the application process, you will be asked to complete a **CV and personal statement up to 1000 words.** Please note your CV and personal

statement should include all relevant experience that relates to our essential skills criteria listed in the advert and role description.  We recommend that you use the STAR format in your examples and ensure that both components are completed thoroughly.

Remove information that identifies you (for example your name, age or place of education) so that you will be judged on merit alone and not your personal background, circumstances, race or gender. Do NOT include e-mail addresses or links to online profiles, resumés, or prior work, either personal or business. Active links or e-mail addresses will result in your application being rejected.

Watch our three short videos on how to apply for our roles: Applying - Home Office Careers.

**Sift stage**

The sift will be held on the **CV and personal statement**. Please read the essential skills for this position carefully. We will only consider those who meet the listed requirements.

In the event of a high number of applications received, an initial sift may be held on the lead essential criteria: "Ability to design modular, secure, and maintainable Scala components using recognised design principles and tools, validating designs through prototyping and ensuring compatibility with Play Framework architecture. (SWDN)

**Interview stage**

Candidates reaching the required standard will then be invited to attend an interview. The interview will assess your technical skills (SFIA Framework) and experience using technical and experience-based questions.

At the beginning of the interview, you will be assessed on your technical capability through a technical problem-solving exercise. We will provide you with the information in the interview and you will be asked to share your screen with the panel, so you can point out various aspects

If you are invited to an interview, you will be required to bring a range of documentation for the purposes of establishing identity and to aid any pre-

employment checks. Please see the attached list of Home Office acceptable ID documents.

**Sift and interview dates**

The sift will commence from **3rd March 2026.**

Interviews are expected to take place from **23rd March 2026.** (subject to the panel s operational requirements/priorities).

Interviews will be conducted remotely via MS Teams.

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.

**Further information**

If you have previously made an unsuccessful application for a role with the same essential skills and are not able to demonstrate how you have developed these skills since your last application, please reconsider applying as your application is unlikely to be successful.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf. However, we recognise in exceptional circumstances some candidates will want to send their completed forms directly. If you are doing this, please advise Government Recruitment Service of your intention by emailing pre-employmentchecks.grs@cabinetoffice.gov.uk stating the job reference number in the subject heading.

**Reserve list**

A reserve list of successful candidates will be kept for 12 months. Should another role become available within that period you may be offered this position.

Reserve lists may be held for each location. Candidates will be appointed in merit order by location where this applies.

**Similar roles**

Job offers to this post are made based on merit. We often have **similar roles** available at different grades. If a candidate is suitable for a similar role or a lower grade than they have applied for, we may offer the candidate that role without the need to go through a further selection process providing the role has the same behaviours and essential skills.

**UK residency and security requirements**

For meaningful security checks to be carried out, individuals need to have lived in the UK for a sufficient period of time. Learn more on our website. Security Checks - Home Office Careers.

Please note that this role requires Security Check (SC) clearance, which would normally need 5 years   UK residency in the past 5 years.

However, in exceptional circumstances security clearance applications for candidates who have been present in the UK for at least 3 of the last 5 years may be considered. Failure to meet this residency requirement will result in your security clearance application being rejected.

For further information on National Security Vetting please visit the following page Demystifying Vetting - GOV.UK.

**Visa sponsorship**

We are unable to sponsor any individuals via Skilled Worker Sponsorship / Tier 2 (General) work visas as we do not hold a UK Visa & Immigration (UKVI) Skilled Worker License.

**Capability allowance**

The advertised role is part of the Home Office Government Digital and Data Profession. This role has access to a digital capability-based allowance. Applicants who are successful at interview will be invited to complete a Capability and Skills Assessment post-interview. Any allowance awarded will be based on the assessment of your capability against the six skills advertised

for this role. Please see the Home Office Pay Framework Allowance Careers page for more information.

The allowance values are set by the Home Office, subject to remaining in a qualifying role and are non-pensionable. This allowance is non-contractual, subject to an annual review and could be withdrawn at any time.

For both new entrants and existing civil servants, the total compensation offer is a combination of base salary and, if applicable, a capability-based allowance. The pay ranges for this role are National: £46,062 - £49,287 London: £50,182- £53,695. New entrants to the Civil Service will start on the pay range minimum. For existing civil servants, our policies on level transfer and promotion will apply.

**Working at the Home Office**

Every day, Home Office civil servants do brilliant work to develop and deliver policies and services that affect the lives of people across the country and beyond. To do this effectively and fairly, the Home Office is committed to representing modern Britain in all its diversity, and creating a welcoming, inclusive workplace where all our people can bring their whole selves to work and perform at their best.

We are flexible, skilled, professional and diverse. We work to recruit and retain disabled staff and area Disability Confident Leader. We are proud to be one of the most ethnically diverse departments in the civil service. We are a Social Mobility Foundation top 75 employer.

**New entrants** are expected to join on the minimum of the pay band.

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.

For further information please see the attached notes for candidates which must be read before making an application.

Existing civil servants should note that some of the Home Office terms and conditions of employment have changed. It is the candidate s responsibility to ensure they are aware of the terms and conditions they will adopt should they be successful in application and should refer to the notes for candidates for further details.

Transfer Terms: Voluntary.

You will need to meet the nationality requirements for this role and obtain the necessary security clearance to take it up.

Any move to the Home Office from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including tax free childcare. Determine your eligibility at https://www.childcarechoices.gov.uk.

## Reasonable adjustments

If a person with disabilities is at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

If you need a change to be made so that you can make your application, you should:

  Contact Government Recruitment Service via HOrecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

  Complete the  Assistance Required  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 are deaf, a language service professional.

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

**Feedback**

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.

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 :                    AC Recruitment

Email :                    ACRecruitment@homeoffice.gov.uk

Recruitment team

Email :                    HOrecruitment.grs@cabinetoffice.gov.uk

**Further information**

If you feel that your application has not been treated in accordance with the Civil Service recruitment principles and you wish to make a complaint, then contact the Government Recruitment Service via HOrecruitment.grs@cabinetoffice.gov.uk. If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission.