You need JavaScript enabled to use this service.

Senior Developer

Cabinet Office

Apply before 11:55 pm on Sunday 19th January 2025

Cabinet Office

Reference number

383921

Salary

£55,403 - £61,939

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Contract type

Fixed term
Loan
Secondment

Length of employment

18 months

Business area

CO - Digital

Type of role

Information Technology

Working pattern

Flexible working, Full-time

Number of jobs available

2

Contents

Location

Bristol, Manchester

About the job

Job summary

Cabinet Office Digital is the Digital, Data and Technology (DDaT) hub for the Cabinet Office. Our vision is   Enabling the department through the provision of exemplary digital, data and technology (DDaT) services and transformative in support of the digital transformation strategy of the organisation.

We are creating a digital culture where user needs are at the heart of everything we build and through data democratisation, automation, governance, convergence and consolidation we will support creating a Better Cabinet Office of the future.

This role sits within the Chief Technology Office within Cabinet Office Digital reporting to the Head of Platforms Engineering. We are responsible for architecture and engineering across the Cabinet Office and own the newly commissioned Technical Design Authority for the department. We work in collaboration with individual business units and Arms Length Bodies to align technology and operate platforms for the benefit of the products and teams dependent upon them.

This is an exciting opportunity to develop and maintain the Cabinet Office Digital Platforms estate. This role will help shape our Simplification and Consolidation strategy and principles supporting delivery of digital services within business units across the Cabinet Office.

Job description

The Senior Developer role will be responsible for designing, developing, and implementing customised solutions to support critical business functions and meet project objectives. This role involves collaborating with various stakeholders to gather requirements, integrations with several systems, and ensuring the reliability and scalability of the solutions. The ideal candidate

will possess strong technical skills, have experience with Python or Javascript and their underlying runtimes Django or Node/Next.js, and demonstrate a proactive approach to problem-solving and innovation within the digital and data ecosystem.

Above all, you ll share the responsibility for making public services digital by default, and simpler, clearer and faster to use. You ll be motivated by truly important work that puts users first. You ll thrive using agile methods and enjoy working openly, collaboratively and as part of multidisciplinary teams focused on one or more projects. Above all, you ll want to make the government better, which may sometimes involve challenging the status quo.

Our developers design, build, run and improve new and existing user-friendly digital services in line with government digital strategy, and help the government manage and reduce its dependency on older technology.

We value both breadth and depth of technical capability. Our developers:

Know how to put users first;

Can design, build and run digital services with a passion for high quality, well-crafted code, and associated tooling;

Are committed to sharing knowledge with others patiently and in a holistic fashion;

Embrace continuous integration and have a continuous delivery mindset;

Thrive using agile methods.

Responsibilities

Write clean, secure and well tested Python/ Javascript code, including commentary and supporting documentation;

Adhere to internal processes and procedures, promoting and advising others which software development standards/processes/procedures apply;

Provide integrated solutions: Ensure solutions are user-focused, strategically aligned and effectively integrated across multiple teams and platforms to ensure the business needs are met;

Support and maintain software as required, including in the live environment. Use modern tools to effectively and thoroughly identify, troubleshoot and fix faults. Package and deploy software built. Some

activities may be outside the core office hours (in-line with the organisation's policy for OOH);

Mentoring associate technologists in best practices across your range of expertise;

Collaborate within and across teams. Work effectively together with others across varying areas of expertise to achieve the required results;

The post holder may be expected to travel between sites, for meetings, events etc as and when required;

Facilitate meetings and consult stakeholders to understand their needs and requirements and propose and specify solutions;

Build and transfer skills and knowledge: Take responsibility for developing personal skills and expertise aligned to the role.

Person specification

Essential criteria

It is **essential** that you:

Plan and lead development on sets of related technical stories with modern tools, techniques and practices such as TDD, continuous integration, continuous delivery and DevOps;

You are self starter and curious polyglot developer with a/an;

Have an understanding of the whole system and take responsibility for teaching this to others;

Work with other disciplines to understand what needs to be built;

Coach and mentor associate colleagues;

Operate the production services you build;

Find ways to improve system robustness, resilience and stability;

Have an Advanced knowledge of one of the main programming languages Python or Javascript;

Can demonstrate an expert knowledge of HTTP(s), and Django web development framework and at least one RDBMS (for example PostgreSQL, SQL Server, MySQL, Oracle);

Have a working knowledge of cloud services (AWS/Azure) and integration;

Can quickly research and learn new programming tools and techniques;

Understand common security issues and how to mitigate them.

Desirable Criteria

It is **desirable** that you have:

Working experience with mainstream content management systems and integrations with the customised content workflows;

Experience of managing stakeholders and non-technical staff and expectations around what is possible;

Familiarity with implementation of monitoring, alerting and other production support services;

An understanding and experience of incident management techniques and processes;

Experience of working in a secure environment and of tools that support secure practices.

Additional Information

In the Civil Service, we use Success Profiles to evaluate your skills and ability. This gives us the best possible chance of finding the right person for the job, increases performance and improves diversity and inclusivity. We ll be assessing your technical abilities, skills, experience and behaviours that are relevant to this role.

This role is Senior Developer under the Technical job family in the Civil Service Government Digital and Data Profession Capability Framework that was previously called Digital, Data and Technology (DDaT).

We ll also be assessing your experience and specialist technical skills against the technical skill listed as defined in the Government Digital and Data Profession Capability Framework for the Lead Developer role.

Candidates that do not pass the interview but have demonstrated an acceptable standard may be considered for similar roles at a lower grade.

A minimum 60% of your working time should be spent at your principal workplace. Although requirements to attend other locations for official business will also count towards this level of attendance.

Languages

Python or Javascript

Behaviours

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

Seeing the Big Picture

Making Effective Decisions

Working Together

Developing Self and Others

We only ask for evidence of these behaviours on your application form:

Seeing the Big Picture

Making Effective Decisions

Working Together

Technical skills

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

Development Process Optimisation

Modern Standards Approach

Programming and Build

Systems design

Benefits

Alongside your salary of £55,403, Cabinet Office contributes £16,050 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 which provides an attractive pension, benefits for dependants and employer contributions of 28.97%.

A minimum of 25 days of paid annual leave, increasing by one day per year up to a maximum of 30.

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.

As part of your application you will be required to provide a CV setting out your career history highlighting specific responsibilities and achievements that are relevant for this role.

You will also be required to provide a Statement of Suitability (500 words max.)

Please use your statement of suitability to explain how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the essential criteria in the person specification section of the job advert.

Your CV and Statement of Suitability will be assessed against the essential criteria listed in the 'Person Specification' section of the job advert.

You will also be assessed on behaviours and technical skills at application stage.

Should a large number of applications be received, an initial sift may be conducted using the **Statement of Suitability**. Candidates who pass the initial sift may be progressed to a full sift, or progressed straight to assessment/interview.

Should you be successful at sift, you will be invited to attend an interview. The interview will be in 2 stages -

Stage 1 - A 45 minute programming technical exercise - you'll work either a pre-sent technical problem or with a senior technologist to solve a self-contained programming problem given to you in writing. You'll be asked to discuss the problem with the technologist, devise a plan for solving it, and then to write code to solve the problem. As well as your programming and unit testing skills, we'll be evaluating how you communicate and collaborate, and how you break down the problem. You'll use your own development environment for this.

Stage 2 - A 60 minute interview, where you will be assessed on behaviours and technical skills.

Please note, you must successfully pass the first interview stage to progress to the second interview stage.

Expected timeline (subject to change)

Expected sift date   WC 20th January 2025
Expected interview date/s   WC 3rd February 2025
Interview location   Your interview will either be conducted face to face or by video. You will be notified of the location if you are selected for interview.

Reasonable adjustments

If a person with disabilities is put 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 menurecruitment.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 re deaf, a Language Service Professional.

Further information

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

Please note terms and conditions are attached. Please take time to read the document to determine how these may affect you.

Please note that this role requires SC clearance, which would normally need 5 years UK residency in the past 5 years. This is not an absolute requirement, but supplementary checks may be needed where individuals have not lived in the UK for that period. This may mean your security clearance (and therefore your appointment) will take longer or, in some cases, not be possible.

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

A reserve list will be held for a period of 6 months, from which further appointments can be made.

Any move to Cabinet 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

If successful and transferring from another Government Department a criminal record check may be carried out.

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 direct. If you will be 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.

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.

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.

Existing Civil Servants and applicants from accredited NDPBs are eligible to apply, but will only be considered on loan basis (Civil Servants) or secondment (accredited NDPBs). Prior agreement to be released on a loan basis must be obtained before commencing the application process. In the case of Civil Servants, the terms of the loan will be agreed between the home and host department and the Civil Servant. This includes grade on return.

This role is full time only. Applicants who wish to work an alternative pattern are welcome to apply however your preferred working pattern may not be available and you should discuss this with the vacancy holder before applying.

Please note terms and conditions are attached. Please take time to read the document to determine how these may affect you.

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 :   Nayyab Naqvi

Email :   nayyab.naqvi@cabinetoffice.gov.uk

Recruitment team

Email :   menurecruitment.grs@cabinetoffice.gov.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission s Recruitment Principles.
If you feel that your application has not been treated in accordance with the Recruitment Principles, and wish to make a complaint, then in the first instance you should contact Government Recruitment Service at: cabinetofficerecruitment.grs@cabinetoffice.gov.uk.
If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission at: info@csc.gov.uk.
For further information on the Recruitment Principles, and bringing a complaint to the Civil Service Commission, please visit their website at: https://civilservicecommission.independent.gov.uk.