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Lead Developer

Ministry of Housing, Communities and Local Government

Apply before 11:55 pm on Thursday 20th February 2025



Ministry of Housing,
Communities &
Local Government

Reference number

390040

Salary

£70,644

The salary for this role will be between £77,257 - £83,230 (London), £70,644 - £76,608 (National) depending on the proficiency level assessment. An additional digital allowance may be payable depending on the level of assessed capability up to £11,335. For applicants in receipt of existing allowances, we will assess each case individually and aim to match the digital allowance implemented with no detriment. For existing civil servants, the usual policy on level transfer and promotion will apply and is non-negotiable

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 6

Contract type

Temporary

Length of employment

23 Months

Business area

Digital

Type of role

Digital

Working pattern

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

Number of jobs available

2

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Location

Bristol, Darlington, Leeds, London, Manchester, Wolverhampton

About the job

Job summary

Here at the Ministry of Housing, Communities & Local Government (MHCLG), [we work on things that make a real difference to people's lives](#).

Whether it's through the homes we live in, the work of our local councils, or the communities we're all part of, our work is at the top of the political agenda. We have ambitious and far-reaching outcomes to achieve this year and, if you're thinking of joining us, there's never been a more exciting time.

We have over 3,500 staff who are based in 20 offices across the UK.

MHCLG created the Funding Service and Delta to improve how billions of pounds of funding is provided to 100s of grant recipients and collect statistical data. We're a multidisciplinary team, who work closely with statisticians, fund policy teams, the Central Grants Unit and the Common Tools programme within Digital. Our aim is for our services to be used by all new grants and data collections, introducing a better experience for users and consistency and simplification for MHCLG. We want to make the services that local government officials, analysts, data scientists, policy makers and statisticians use as good as they can be.

As a technical specialist with a wide range of experience, you'll provide advice on technology to help us deliver simple, safe and easy to use digital systems that meet user needs. You'll communicate with and influence all levels of responsibility, including director level.

This is both a technical and a management role. You'll be leading a technical team, managing senior technical specialists, and will have to collaborate closely with other disciplines. You may help us recruit these specialists and ensure that we're building our capability and capacity to continually deliver and run good digital services.

We particularly welcome candidates from an ethnic minority background and other underrepresented groups to apply, as we work to continually improve our ability to represent the places and communities we support through our work.

[Find out more about what it's like to work in a digital, data and technology role at MHCLG](#) including our culture, ways of working, career progression and staff benefits. You can also [read the MHCLG Digital blog](#) to learn about the work we're doing.

Job description

As a Lead Developer, you'll:

- lead the building of RESTful web services to serve a variety of citizen and government needs, taking responsibility for the quality of code you produce. The Funding Service is built in Python and Delta is built in Java. Both are hosted on AWS. We have plans to integrate them both into an Azure Databricks platform

- guide the ways in which the team works: providing technical leadership and coach and mentor your team, promoting knowledge sharing and adoption of good practice

- implement toolkits and APIs for purposes such as integration, performance optimisation, security and scalability

- build automated tests to support our continuous deployment environment and promote a culture of Test-Driven Development

- lead on security and privacy issues for your service (or services), working with the Technical Design Authority to mitigate risks

Person specification

We will use the essential criteria below to evaluate you during the recruitment process. Make sure your CV details how you meet the criteria.

As a Lead Developer, you'll:

be proficient in a wide range of modern technical systems, having worked in software development at a senior level before ideally using Python or Java as well as other languages

have experience of leading, mentoring, and managing developers

have experience of working in an agile environment

know what good looks like for a high-performing software development team and know how to get there

have experience of working collaboratively with user-centred design colleagues and other specialisms

be a strong communicator: able to translate technical concepts for stakeholders or other non-technical members of the team and resolve technical disputes

Behaviours

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

Working Together

Developing Self and Others

Benefits

Alongside your salary of £70,644, Ministry of Housing, Communities and Local Government contributes £20,465 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 (opens in a new window), and will assess your Behaviours, Ability and Experience.

MHCLG want to bring in a diverse workforce at all levels.

Our application system is designed to remove as much bias as possible from the recruitment system this means that a hiring manager does not know your name, your details, see your whole application in one go (or have your CV at review stage unless stated otherwise).

CV Declaration

We recruit based on your knowledge and skills, and not background, gender or ethnicity - this is called anonymous recruitment.

Please remove references to your:

name/title

educational institutions

age

gender

email address

postal address

phone number

nationality/immigration status

Most of our campaigns utilise multiple assessors and so it is possible that your application would be viewed by different assessors.

At sift, through your CV we will be assessing:

Experience

Technical

At sift, we will also be assessing responses to the following 'technical' sift question:

'In no more than 250 words, how do you ensure adherence to technical standards and best practices within an agile team?'

The interview will be of a blended nature consisting of the following success profiles elements:

Behaviour: Working Together, Developing Self and Others

Ability

Technical

The Vacancy Manager has requested that any candidate invited to interview complete a pair-programming exercise. Further details on this will be sent to candidates in their invite to interview. This exercise will look to test candidates against the 'Ability' success profile.

In full the campaign will test the below Success Profile Elements:

Experience: Experience will be tested at sift around the essential skills and criteria as listed in the person specification

Technical: Technical will be tested at sift and through interview questions will be based around the essential skills and criteria as listed in the person specification

Behaviours: Working Together, Developing Self and Others

Ability: Pair-programming exercise at interview

We do not consider direct CV applications you must apply for this role via the application link on Civil Service Jobs:

Please note that near miss offers may be made at the lower grade to candidates who do not meet the grade criteria for this campaign.

Group 1 Digital and Data roles

MHCLG has implemented the Digital and Data capability framework for Group 1 roles. Applicants that are successful at the sift stage will be required to complete a capability assessment at interview.

MHCLG will honour completed capability assessments for this role from other Government Departments for existing Civil Servants. Please provide a copy of your capability assessment to the Hiring Manager when applying. If you have any queries on pay, please contact the Hiring Manager.

Salary is determined by performance at interview, within the range advertised. Each experience or technical skill is assessed between 1-3, representing working towards, at or above the job level requirements. You are awarded a proficiency level accordingly, and you will be given opportunities at least once a year to re assess your capability and progress through the pay scale within your grade. An additional digital allowance may be payable depending on level of assessed capability.

Candidates moving from another government department have the option to retain their current salary where the principle for implementation is there is no detriment where existing pay exceeds the indicative level. Where individuals are at a lower salary than their assessed level, they will receive an upward adjustment.

Grade 6 Group 1 Digital and Data salary

The salary for this role will be between £77,257 - £83,230 (London), £70,644 - £76,608 (National) depending on the proficiency level assessment.

An additional digital allowance may be payable depending on the level of assessed capability up to £11,335

For applicants in receipt of existing allowances, we will assess each case individually and aim to match the digital allowance implemented with no detriment.

For existing civil servants, the usual policy on level transfer and promotion will apply and is non-negotiable

Please note that the average employer pension contribution is based upon the National minimum salary for this role. Should your agreed starting salary for this role be different, the average employer pension contribution will be calculated accordingly. If you are a Seconded, this will not apply as you will remain on your home organisation's terms and conditions.

Benefits

Transfers across the Civil Service on or after 4 October 2018:

Any move to MHCLG 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>.

For further information about the benefits available to MHCLG employees, please see the attached Candidate Pack.

Geographical Location:

Bristol

Darlington*

Leeds

London

Manchester

Wolverhampton

There may be opportunities for candidates to work flexibly depending on the business needs. This will be discussed with the vacancy manager on a case-by-case basis if you are successful for the role.

***Please note:** The Darlington Economic Campus is a pioneering new cross-government hub which will bring together people across departments and public organisations to play an active role in the most important economic issues of the day. The work of the Campus will make a real difference to people both across the UK and internationally. There will be substantial career opportunities and exciting prospects - a career at the Campus means you will be working at the heart of Government, with access to the benefits and fantastic opportunities offered by the civil service. This role is based at MHCLG and we will be joined on the campus by:

HM Treasury

Department for International Trade

Department for Business, Energy and Industrial Strategy

Office for National Statistics

Department for Education

For further information on the DEC, please take a look at the attached DEC candidate pack.

Sift and Interview dates

Sifting is envisaged to take place from Friday 21/02/2025 with interview dates to be confirmed. All interviews are currently being held remotely via videocall.

Reserve List

In the event that we identify more appointable candidates than we currently have posts available, we will hold applicant details on a reserve list for a period of 6 months from which further appointments can be made. This may include roles at a lower grade. Candidates placed on a reserve list will be informed of this. Those candidates who do not wish to remain on the reserve list should contact recruitment@communities.gov.uk to be removed from the reserve list.

SC (Security Check):

Important note

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is Security Check and the process can take up to 8 weeks to complete.

Please note that successful candidates will need to pass the Security Check this requires you to have been resident in the UK for the past 5 years. Please refer to the MHCLG Notes on Security Clearance section of our Candidate Pack for further information on Security Check (SC).

Candidates should also note that with effect from 1st August 2018 the department will also check all applicants who are successful at interview, against the Internal Fraud Database (IFD) held by the Cabinet Office. In accordance with the Civil Service Internal Fraud Policy, any applicant who is included on the IFD will be refused employment by MHCLG Please see the Candidate Pack for further information on the Internal Fraud Database.

Candidate Pack Information

Please see attached Candidate pack for further information.

Before starting your application it is very important to make sure that you are eligible to apply and meet the Civil Service nationality requirements. All candidates are expected to read the information provided in the MHCLG candidate pack regarding nationality requirements and rules

Internal Fraud Database

The Internal Fraud function of the Fraud, Error, Debt and Grants Function at the Cabinet Office processes details of civil servants who have been dismissed for committing internal fraud, or who would have been dismissed had they not resigned. The Cabinet Office receives the details from participating government organisations of civil servants who have been dismissed, or who would have been dismissed had they not resigned, for internal fraud. In instances such as this, civil servants are then banned for 5 years from further employment in the civil service. The Cabinet Office then processes this data and discloses a limited dataset back to MHCLG as a participating government organisations. MHCLG then carry out the pre employment checks so as to detect instances where known fraudsters are attempting to reapply for roles in the civil service. In this way, the policy is ensured and the repetition of internal fraud is prevented.

For more information please see- [Internal Fraud Register](#)

Fixed Term Details

For external candidates you will be offered a 23 month fixed term appointment with a possibility of permanency.

For existing civil servants you will be offered a 23 month loan opportunity. Before applying for the role, you will need to seek approval from your parent department to take up a loan appointment should you be successful.

For Secondments - you will be offered a 23 month secondment opportunity. Before applying for the role, you will need to seek approval from your employer to take up a secondment opportunity should you be successful.

For MHCLG employees - you will retain your existing contract.

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

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 : Digital Data Jobs Recruitment Team

Email : digitaldatajobs@communities.gov.uk

Recruitment team

Email : digitaldatajobs@communities.gov.uk



