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# Software Engineers

Foreign, Commonwealth & Development Office

**Apply before 11:55 pm on Monday 16th February 2026**



Foreign, Commonwealth  
& Development Office

**Reference number**

431547

**Salary**

£38,500

London based The starting salary for this role at HEO is £38,500 (FTE) per annum. This is non-negotiable. A non-consolidated, non-pensionable Location Allowance of £5,000 (FTE) per annum will apply.

Milton Keynes based The starting salary for this role at HEO is £38,500 (FTE) per annum. This is non-negotiable. A non-consolidated, non-pensionable Location Allowance of £1,750 (FTE) per annum will apply.

East Kilbride based The starting salary for this role at HEO is £38,500 (FTE) per annum. This is non-negotiable.

Location Allowances will apply where staff are working in line with the FCDO's Hybrid Working Policy. All future pay awards are subject to guidance issued annually by HM Treasury and the Cabinet Office.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Higher Executive Officer

**Contract type**

Permanent

**Type of role**

Other

**Working pattern**

Full-time

## **Number of jobs available**

2

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## Location

London, Milton Keynes or East Kilbride - You will be required to work from this location in line with FCDO policies on Hybrid Working (minimum 60% in the office).

## About the job

### **Job summary**

The Foreign, Commonwealth & Development Office pursues our national interests and projects the UK's role in the world. We promote the interests of British citizens, safeguard the UK's security, defend our values, reduce poverty and tackle global challenges with our international partners. We employ more than 17,000 staff in 179 countries and territories, across our diplomatic and development offices worldwide, which consists of 282 officially designated Posts. Our UK-based staff work in King Charles Street, London, Abercrombie House in East Kilbride and in Milton Keynes.

### **Job description**

This is an exciting opportunity to be at the heart of driving how digital and technology is transforming the way that FCDO operates. The Information and

Digital Directorate (IDD) has an ambition for FCDO to be a leader in the use of digital and technology to deliver diplomatic and development outcomes. As we transition our internal systems, land new digital products and expand the scope of some of our existing digital platforms, we are building an expanded product function to design and integrate our products, spot efficiencies in existing processes and continuously improve our digital services to provide the best user experience.

In this role you will be working on the Delivery Platform, a range of digital products and services that together support FCDO in the delivery of large programmes, for example, those funded by overseas development aid to deliver the UK government's international development agenda. We build these products inhouse using a multidisciplinary full stack development team.

You will be part of an integrated delivery environment working with policy and operations and have the opportunity to access a tailored learning and development offer, combining both Government Digital and Data Profession and FCDO subject matter opportunities.

## **Roles and Responsibilities**

The successful candidate will:

Design, run, and improve software to meet user needs.

Write clean, secure code following a test-driven approach and create code that is open by default and easy for others to reuse.

Develop and implement robust software solutions, foster continuous improvement, collaborate across disciplines, promote Agile and Lean practices, ensure compliance and security, and drive innovation.

Operate the services you build and identify issues in production.

Follow best practices to enhance technical and professional skills to ensure the delivery of high-quality digital solutions that meet the FCDO's strategic needs.

Coach and mentor junior colleagues.

Leverage Professional Capability Framework and practices to enhance technical and professional skills, ensuring the delivery of high-quality digital solutions that meet our organisation's strategic needs.

There will occasionally be the opportunity to travel within the UK, or to overseas offices, to support product development but this will be non-mandatory.

## **Person specification**

**You must be a British Citizen at the time of application and, if invited to interview, you will need to bring proof of identity (British Passport/Driving Licence etc.) with you.**

**This role requires you to attain Developed Vetting (DV) security clearance.**

For more information about this process, [click here](#). Attaining DV will require you to have been resident in the UK for five of the last ten years. At least one year of this must have been a consecutive twelve-month period. Serving overseas with HM Forces, in some other official capacity as a representative of His Majesty's Government or having lived overseas as a result of your parents' or partner's Government employment counts as UK residency for the purposes of security clearances.

**It is essential in your application that you provide evidence and proven examples in each of the following Minimum Criteria, the Behaviours and the Technical question as far as you are able to do so. These responses will be further developed and discussed with those candidates invited for interview.**

## **Minimum Criteria**

Demonstratable track record of delivering the following Technical skills from the Software developer role levels Developer profession (section 3):

- 1. Programming and Build (software engineering) Practitioner Level**
- 2. Systems Design Working Level**
- 3. Modern Development Standards Practitioner Level**

## **4. User Focus Practitioner Level**

Working background in web applications for example, apis and web services and up to date knowledge of modern software development techniques and processes.

Able to use the development stack listed below and low code solutions for example, Microsoft Power Platform:

1. Programming Languages: C#, JavaScript, React, Blazor
2. Developer Platform: .Net and .Net Framework
3. IDE: Visual Studio
4. Version Control: Git
5. Sprint management and release pipelines: Azure DevOps
6. Database: SQL Server

## **Behaviours**

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

- Changing and Improving
- Working Together
- Making Effective Decisions

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

- Changing and Improving
- Working Together

## **Technical skills**

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

- Programming and Build (Software Engineering) Practitioner Level
- Modern Development Standards Practitioner Level
- Systems Design (via presentation) Working Level
- User Focus Practitioner Level

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

Programming and Build (Software Engineering) Practitioner Level

Modern Development Standards Practitioner Level

## Benefits

Alongside your salary of £38,500, Foreign, Commonwealth & Development Office contributes £11,153 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

A [Civil Service pension](#) with an employer contribution of 28.97%

25 days Annual Leave per annum.

9 days Public and Privilege holidays per annum.

Learning and Development tailored to your role.

See the attached candidate pack.

## 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 Behaviours, Experience and Technical skills.

This vacancy uses the **Success Profiles Framework** to assess your Behaviours and Experience and the **Software developer role levels** **Developer** profession (section 3) to assess your Technical skills.

Please see the **Hints and Tips** that are provided for your information about how to prepare Behaviour examples at the Application and/or Interview stage.

## **Application Stage**

You will be required to complete the following as part of the online application:

A **CV** detailing your career history (including any relevant qualifications). CVs will be assessed against the Minimum Criteria outlined in the Person Specification section above.

A **Personal Statement** of 500 words explaining how you consider your skills, qualities and experience provide evidence of your suitability for the role, with specific reference to the Minimum Criteria. These responses will be explored further during the interview process for shortlisted candidates.

Your application will be assessed on the following:

### **Behaviours**

Changing and Improving

Working Together

### **Technical Skills**

Programming and Build (Software Engineering) Practitioner Level

Modern Development Standards Practitioner Level

**IMPORTANT:** If you are applying under the Disability Confident Scheme and require Reasonable Adjustments in order to complete your application, please ensure Government Recruitment Service (GRS) are aware of this on the date of application and certainly by the closing date.

In the event of a large number of applications, we may conduct an initial sift by a lead Behaviour. For this campaign we will be prioritising **Changing and**

**Improving.** Only candidates who meet the minimum standard in this Behaviour will have the rest of their application fully assessed.

## **Interview Stage**

At the start of your interview, you will also be asked a non-assessed warm-up question about your motivation for applying for the role.

Candidates will be required to give a 10-minute Presentation at the Interview and the topic will be sent to you in advance. The Presentation will test the following Technical skill:

**Systems Design (Working level)**

You will be assessed on the following Behaviours and Technical Skills at Interview:

### **Behaviours:**

**Changing and Improving**

**Making Effective Decisions**

### **Technical skills:**

**Programming and Build (Software Engineering) Practitioner Level**

**Systems Design (via presentation) Working Level**

**Modern Development Standards Practitioner Level**

**User Focus Practitioner Level**

The Technical questions at the interview will be assessed against Software developer role levels Developer profession (section 3).

Please note that the FCDO carries out name-blind (anonymised) recruitment to help build a more diverse and inclusive workforce. The personal information on your Application form and/or CV will be concealed during the sifting phase, and only the names of those who are being invited for Interviews will be made known to the Panel.

## **Reasonable Adjustment**

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 [fcdorecruitment.grs@cabinetoffice.gov.uk](mailto:fcdorecruitment.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**

A reserve list may be held for a period of 12 months from which further appointments can be made.

Any move to FCDO 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>

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.

If you are experiencing accessibility problems reading the Candidate Pack, such as through screen reader software, please contact our Team via [fcdorecruitment.grs@cabinetoffice.gov.uk](mailto:fcdorecruitment.grs@cabinetoffice.gov.uk) and we will share a Word version of this.

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/Disclosure Scotland 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](mailto:Pre-EmploymentChecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

For further information on the Disclosure Scotland confidential checking service telephone: the Disclosure Scotland Helpline on 0870 609 6006 and ask to speak to the operations manager in confidence, or email [Info@disclosurescotland.co.uk](mailto:Info@disclosurescotland.co.uk)

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.

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 [developed vetting \(opens in a new window\)](#).

[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

Open to UK nationals only.

## 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 : FCDO Recruitment Team

Email : fcdorecruitment.grs@cabinetoffice.gov.uk

Recruitment team

Email : fcdorecruitment.grs@cabinetoffice.gov.uk

## Further information

The FCDO's recruitment processes are underpinned by the principle of selection for appointment on merit, on the basis of fair and open competition, as outlined in the Civil Service Commission Recruitment Principles. If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, you should, in the first instance, contact External.Recruitment@fcdo.gov.uk. If you are not satisfied with the response you receive from the FCDO, you can contact the Office of the Civil Service Commissioners.

