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Associate Developer

Planning Inspectorate

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



Planning
Inspectorate

Reference number

388222

Salary

£28,927 - £31,132

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Executive Officer

Contract type

Permanent

Fixed term

Length of employment

1 x Permanent and 1 x Fixed Term for 2 years

Business area

PINS - Corporate Services

Type of role

Digital

Information Technology

Working pattern

Flexible working, Full-time

Number of jobs available

2

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Location

Bristol, South West England, BS1 6PN

About the job

Job summary

The Planning Inspectorate is recruiting for an Associate Developer to join our growing Digital Services team as we expand to meet growing demands from our colleagues, government, and our customers.

You will be a member of a multidisciplinary team, writing code, and providing technical expertise, within one of our services including our casework management system, public facing websites and internal tools, as well as supporting our ongoing digital transformation work to create a more modern Inspectorate.

You will work with a smart and talented group of user researchers, product managers, DevOps engineers, testers, business analysts and delivery managers to deliver better public services for communities where they live; whether that is considering an appeal for housing, supporting Local Authorities to develop sound Local Plans or examining applications and providing recommendations to the Secretary of State for major infrastructure projects such as power stations, airport expansions or major roads.

The Planning Inspectorate has a long and proud history in ensuring a fair planning system for England. The work we do has a significant impact on people's lives, the communities where they live and the economy.

We want our colleagues to be able to work more flexibly and more collaboratively, exploring new and innovative ways to improve the way we provide services.

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For further information on the Planning Inspectorate, please see the information pack attached. You can also view our careers page at [Civil Service Careers](#)

Job description

You will be responsible for working collaboratively as part of a multidisciplinary team, focussed on delivering high quality code in line with project goals and delivery cycles.

A typical week in this role will consist of a blend of responsibilities, including:

- Performing code review.

- Prioritisation of work in line with deliverables and project goals.

- Writing code.

- Writing unit tests.

- Identifying and fixing faults.

As a Developer, you will work with others within the team to utilise practices such as TDD, continuous integration, continuous delivery, and DevOps.

You will also keep up to date with the latest technologies and trends, whilst delivering working software early and often, learning new languages and frameworks and picking the right solutions.

Our Tech Stack

We rely on:

NodeJS for our digital transformation work.

HTML/CSS/JavaScript for both digital transformation and other services.

Azure for our infrastructure and deployment.

MSSQL for data storage.

Docker and Azure App Services to host our digital transformation services.

GOV.UK Design System for our web interfaces

Vue.js for some of our internal systems

We re happy to help you learn our tech stack once you are part of our team.

Check out GitHub ([Planning-Inspectorate](#))) for a closer look at the technology we use.

For full information on the role and assessment process please refer to the candidate pack attached.

Office Attendance

This role is contractually based at Temple Quay House, Bristol which is currently out of use due to undergoing refurbishment work. In the interim, we have the use of alternative office space in very close proximity to Bristol Temple Meads railway station. We recognise and value the mutual benefits of hybrid working and have a flexible approach to in person attendance, which can vary dependent on the requirements of individual business units - the details of which can be discussed with candidates if invited to attend an interview.

Person specification

Essential Criteria

Some experience of building scalable, secure web applications (preferably in Azure) and a knowledge of server-side JavaScript programming or other modern languages.

Some experience of front-end web development (HTML, CSS and JavaScript).

Some experience of agile development, software design patterns, continuous integration, test driven development and version control (preferably GitHub).

Some experience of developing and working with RESTful APIs.

Ability to quickly research and learn new programming tools and techniques.

Effective interpersonal and communication skills.

Some experience of identifying, locating and competently fixing faults.

Desirable Criteria

Experience of other Cloud platforms and programming languages (e.g. AWS, PHP, Java).

Behaviours

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

Developing Self and Others

Delivering at Pace

Changing and Improving

Working Together

Technical skills

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

Some experience of developing and working with RESTful APIs.

Benefits

Alongside your salary of £28,927, Planning Inspectorate contributes £8,380 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Flexible working options, including flexi-time, part-time, compressed hours and home working if suitable for the role.

A working culture which encourages inclusion and diversity.

25 days annual leave increasing by 1 day per year up to 30 days after 5 years, plus 1 privilege day to mark the King's birthday. In addition to the normal bank holidays.

Generous family friendly policies.

Fast and modern IT kit which utilises Windows 10 and Microsoft 365, enabling seamless working from home and collaboration across teams.

For full information see our Benefits information pack.

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.

Application

Complete the online application form on Civil Service Jobs which requires the following information:

A CV: The CV section is an opportunity for you to detail your career history. It should outline the jobs you have done, the length of time you were employed within each role and a brief description of your role, responsibilities and duties which demonstrate relevance to the role you are applying for against the essential criteria. You must type, or copy and paste into the text box called Employment History within the online application. You cannot attach a copy of your CV.

We will assess your application on the evidence you have provided against the Essential Criteria detailed in the Person Specification in the candidate pack.

All shortlisted candidates will be advised of the outcome shortly afterwards.

Interview

If you are shortlisted, you will:

- Be asked to attend an interview to have a more in-depth discussion about your experience and suitability for the role

- Interviews will be a blend of behaviour, experience and technical questions

Candidates who are successful at shortlist stage will be sent full assessment requirements with their interview invitations.

Other Information

Shortlist Date: w/c 17 February 2025

Interview Date: w/c 03 March 2025

Interviews are currently being completed remotely using Microsoft Teams. We would like to reassure candidates that the virtual interview will not be recorded (or retained) within the Planning Inspectorate, other than usual interview protocol and in line with the Civil Service jobs Privacy notice.

We encourage all candidates to make themselves familiar with the role and what we will be assessing you against which is detailed in the Person Specification.

The Planning Inspectorate is committed to finding the right person for the job. We recruit using Success Profiles and consider the criteria you will need to demonstrate to be successful for the role.

ID and Documents

If specific qualifications/memberships are essential for the role and you are successful, you will be asked to provide accurate scanned or photographed

images of the qualifications/memberships that you listed on your application prior to your start date.

We must check that any successful candidates are allowed to work for the Civil Service before we employ them. If successful, you will be asked to do a right to work check using identity document validation technology (IDVT) through the services of an Identity Service Provider (IDSP), Civil Service Jobs. If we are unable to confirm your right to work and through the IDVT we will need to do a manual right to work check using original documents with you in person.

Visa Sponsorship

The Planning Inspectorate cannot offer Visa sponsorship to candidates, we do not hold a Visa sponsorship licence.

Disability Confident Interview scheme

The Civil Service embraces diversity and promotes equal opportunities. We run a Disability Confident Interview scheme for candidates with disabilities who meet the minimum selection criteria for the job.

To be considered for an interview under the scheme you must:

- have a disability defined by the Equality Act 2010

- provide evidence in your application that you meet the minimum criteria in the job description

- meet all of the qualifications, skills or experience defined as essential

While we will endeavour to provide you with all the appropriate information, you are the expert on your specific requirements so if you require any adjustments, you should consider the information provided about the assessment process in the candidate pack and then:

- 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. The earlier and more clearly you tell us what you need and why you need it, the more likely we are to be able to accommodate you in a timely fashion.

Existing Civil Servants should ensure that they have an in-principle agreement for a loan prior to applying.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

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 : Emil Placheta

Email : PINS.Recruitment@planninginspectorate.gov.uk

Recruitment team

Email : PINS.Recruitment@planninginspectorate.gov.uk

Further information

If you feel your application has not been treated in accordance with the Principles and you wish to make a complaint, you should contact in the first instance: The Vacancy Manager via the Recruitment Team

(PINS.Recruitment@planninginspectorate.gov.uk).

If you are not satisfied with the response, you receive you should then contact, Chief People Officer, via the Recruitment Team

(PINS.Recruitment@planninginspectorate.gov.uk).

If you are still not satisfied with the response you receive from the Planning Inspectorate, you can contact the Office of the Civil Service Commission.

<https://civilservicecommission.independent.gov.uk/recruitment/recruitment-complaints/>

