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# Data/Software/Cloud Engineer

National Crime Agency

**Apply before 11:55 pm on Sunday 23rd February 2025**



### Reference number

389336

### Salary

£34,537

Roles based in London will receive an additional London Weighting of £4,040. Roles based in Stevenage will receive a South East Allowance of £3,232.

Recruitment and Retention Allowance: This is currently set at £3000 for this post. The RRA is an enhancement to the role and is reviewed annually.

If applying on Secondment and you are the equivalent grade you will remain on your current salary for the duration of your Secondment.

A Civil Service Pension with an employer contribution of 28.97%

### **Job grade**

Executive Officer  
NCA Grade 5 / Police Constable

### **Contract type**

Permanent  
Loan  
Secondment  
Returner

### **Length of employment**

Loan/Secondment - 2 years

### **Business area**

NCA - Threat Leadership - National Cyber Crime Unit (NCCU) and NCA-DDaT

### **Type of role**

Analytical  
Architecture and Data  
Digital  
Engineering  
Security  
Statistics  
Strategy

## **Working pattern**

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

## **Number of jobs available**

6

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## Location

National Cyber Crime Unit (NCCU) locations: London\*, Birmingham, Warrington and Bristol

The Specialist Operational Services (SOS): locations: London\*, Birmingham, Warrington, Bristol, Leicester, Stevenage, Wakefield and Belfast

\*For London based roles your contractual place of work will be Stratford. It is likely that site will be operational from Summer 2025, in the interim period you will be required to carry out your contractual duties from Vauxhall, or such other reasonable location, on a temporary basis. For the avoidance of doubt as your contractual place of work is Stratford, the move from any temporary place of work will not give rise to any entitlement to payments for travel time or costs under the Relocation and Excess Travel Policy.

Successful applicants currently employed by NCA for this post may request to remain in their current contractual location. This should be discussed and agreed prior to proceeding with pre-employment checks. Please note this is dependant on business needs, please commence discussions with the hiring manager at the earliest opportunity.

# About the job

## Job summary

### NCCU Roles

Join the National Cyber Crime Unit (NCCU) and bring your unique skills to lead the UK's fight against cybercrime!

Our Software Development, Data Engineering, TR&D (Tactical Research and Development), and DevOps teams harness cutting-edge cloud technology to disrupt serious and organised crime.

### Specialist Operational Services Roles

The Specialist Operational Services (SOS) is a critical function within the DDaT Enterprise Services (ES) Department. It provisions specialist digital capabilities and technical support to operational officers, assisting them in tackling the highest serious and organised crime threats.

The function is key to realising the new NCA Strategy by maintaining specialist capabilities as well as developing new cutting-edge tools in fight to keep pace with criminal exploitation of emerging technologies.

The team combines IT professionals and operational law enforcement experts to ensure that specialist services are operationally fit for purpose, legally compliant and delivered 24/7.

**\*Please note that successful candidates may be offered a role in either the National Cyber Crime Unit(NCCU) or the Specialist Operational Services(SOS) teams**

**\*\*NCCU - To be considered, you will need to successfully complete SC Enhanced clearance before commencing the role**

**\*\*SOS role - To be considered, you will need to successfully complete SC Enhanced clearance before commencing the role and achieve DV clearance within the first 12 months in post**

## **Job description**

### **NCCU Roles**

The National Cyber Crime Unit's Tactical Research & Development team (TR&D) are a hybrid team of operational deployment specialists and technical capability developers who support both national and international investigations. Working in this team, you will design, develop and deploy using Targeted Equipment Interference warrants to support and enhance intelligence collection for investigations into high-end serious organised crime including Cyber Crime, Child Sexual Exploitation, Firearms, Controlled Drugs and Organised Immigration Crime. As a TR&D officer, you will work closely with NCA investigation teams, UK police and international law enforcement agencies to offer specialist advice and innovative niche capabilities involving areas such as malware analysis, cryptocurrency tracking, incident response network infrastructure investigations and covert device monitoring.

Working in the National Cyber Crime Unit's DevOps, Software Development and Data Engineering teams, you will harness cutting-edge cloud technology to disrupt serious and organised crime and develop innovative solutions to complex technical challenges to combat existing and new threat areas of cybercrime. Within these teams, you will be expected to keep up to date with current techniques and adopt new approaches by applying these to NCCU operational problems, working closely with colleagues in other technical teams.

In all our NCCU technical teams, we are looking for:

- Team players, keen to build internal and external relationships to improve our collaboration

- Enthusiasm and interest in emerging technology (and how to apply this to solve technical problems)

Within this role you may be exposed to images of Child Sexual Exploitation.

You may also be required to be part of an on call 24/7 rota.

### **SOS Roles**

You will work within one of the SOS Engineering functions to support and maintain the Agency's specialist technical capabilities. You will work collaboratively with the infrastructure teams and non-technical user groups to identify issues and support fault resolution and development. You will play a key part in delivering the specialist services to multiple operational teams.

You will be working at the cutting edge of law enforcement on next-generation projects to help catch the criminals that pose the biggest threat to the UK.

This role is vital in ensuring our operational staff have the right tools, software, systems and platforms to exploit the latest serious and organised crime threats.

SOS is a fast-paced environment and our teams work collaboratively and creatively to build software that solves exciting, unique and challenging problems.

Within this role you may be exposed to images of Child Sexual Exploitation.

You may also be required to be part of an on call 24/7 rota.

**To learn more about this role**, please register for the following event On Tuesday 18th February 2025 from 6 – 7pm, we are hosting a MS Teams event where you can hear from officers working within the NCA and be given the opportunity to ask questions about the role. Attendance is by invitation only.

To register, please ['Click Here'](#)

Registration will close on Friday 14th February at 12pm. You will be asked for your name and email address

## **Person specification**

### **NCCU Roles:**

- Develop custom capabilities depending on requirements

- Research and recommend novel approaches to existing problems, making use of emerging technologies

- Collaborate with peers internally and externally

## **SOS Roles:**

**Team-working:** Work in multi-functional teams to support and maintain specialist systems which enable intelligence-led enforcement activity.

**Service Delivery:** Support the development, maintenance and enhancement of technical capabilities.

**Project Delivery:** Participate in building new services on multiple platforms, maintaining core functionality and providing technical guidance for colleagues across the Unit.

**Defects:** respond to software defects, ensuring they are tracked, investigated and corrected.

**Service Support:** Maintain and support SOS services, providing first and second-line support to operational customers for any incidents or issues.

**Communication:** Build working relationships with colleagues across the technical community to develop skills and cross-functional working.

**Collaboration:** Share and disseminate knowledge and findings across the broader technical and NCA community as appropriate.

## **Behaviours**

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

Working Together

## **Technical skills**

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

Experience using Python or another object-oriented language.

Good problem-solving skills, e.g. troubleshooting data/software/cloud/digital forensics problems.

Experience of working with cloud-based platforms and technologies, such as Amazon Web Services (AWS) and Infrastructure as Code (IaC) and/or Linux/Windows operating systems and/or databases (e.g. SQL).

# Benefits

Alongside your salary of £34,537, National Crime Agency contributes £10,005 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

All officers in the NCA are members of the UK Civil Service. You will be eligible for:

- Civil Service pension scheme

- 26 days annual leave rising to 31 on completion of 5 years continuous service

- If qualifying criteria is met new joiners to the NCA from UK Police Forces or UKIC will have service with those employers taken into account for continuous service purposes for Annual Leave entitlement only, this will be up to a maximum of 31 days leave (including 1 privilege day).

- Training and development opportunities

- Special leave

- Flexible working and family friendly policies

- Cycle to work scheme

- Blue Light scheme

For further details on benefits please visit <https://www.nationalcrimeagency.gov.uk/careers/benefits-and-support>

## 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.

If you wish to apply for this vacancy, you must submit your application by **23:55 on Sunday 23rd February 2025.**



## Sift Process

You will be asked to complete a CV as part of the application process. Your CV should set out your career history including training and qualifications, with key responsibilities and achievements. Please ensure that each entry of your career history also has a few sentences outlining a description and the key elements of that role, and that you provide reasons for any gaps within the last two years. Please ensure the dates of any accreditations you are relying on are entered onto the CV.

**CV** Your CV will assess the following criteria;

Experience using Python or another object-oriented language.

Good problem-solving skills, e.g. troubleshooting data/software/cloud/digital forensics problems.

Experience of working with cloud-based platforms and technologies, such as Amazon Web Services (AWS) and Infrastructure as Code (IaC) and/or Linux/Windows operating systems and/or databases (e.g. SQL).

**3 x Technical / Experience skills** via a 250 word Statement of Suitability per criteria, as outlined in the Person Specification above

**For further application guidance please visit** <https://www.nationalcrimeagency.gov.uk/careers/applying-and-onboarding>

**Once submitted your application will be acknowledged by the Government Recruitment Service.**

**Please note depending on the volume of applications a Longlist at sift may be conducted on following criteria:**

Experience using Python or another object-oriented language

Candidates must pass this criteria for their application to be progressed.

A panel will then assess your application to select those demonstrating the best fit for the role by considering the evidence you have provided against the criteria set out in the Entry Criteria section.

Failure to address any or all of these may affect your application.

Sift results are expected to be released **w/c Monday 17th March 2025**.

## **Interview Details**

You will then be asked to attend an interview in order to have a more in-depth discussion of your previous experience and professional competence.

There will be 1 round of interview which will comprise of Behaviour and Technical/Experience competency based questions. There will also be a presentation required at interview. The details of this will be released to candidates successful at sift.

Interviews will take place throughout **March and April 2025** - locations to be confirmed. Please be advised that the type of interview (eg. virtual/face-to-face) may be subject to change and successful candidates will be notified of this prior to attending. However the interview is conducted, the interview criteria will remain as detailed within this advert.

The above sift and interview dates are an indicative timeline.

Should you be successful at sift but cannot attend on the interview date(s) listed the recruitment team cannot guarantee an alternative date. Please contact the recruitment team.

Full details of the assessment process will be made available to shortlisted candidates.

Please ensure that all examples provided in your application are taken directly from your own experience and that you describe the examples in your own words. Any instances of plagiarism including copying of examples/ answers from internet sources will result in a withdrawal of your application. Further action, including disciplinary action, may be considered in such cases involving internal candidates. Providing false or misleading information would be contrary to the core values of honesty and integrity expected of all Civil Servants.

## **Interview Outcome**

Candidates will be alerted of the outcome of their interview via their CS Jobs Portal. We will be retaining a candidate pool of successful applicants to draw from as vacancies arise for up to 12 months.

If your application is successful and we are unable to offer you a post immediately, you will be invited to join our reserve list. If over the next 12 months we are able to offer you a position, we will contact you as soon as possible.

Once we make you an offer you will then go through our vetting and pre-employment checks processes.

All Appointments will be made in location merit order.

The NCA is a law enforcement agency & as such we are part of the Criminal Justice System. Therefore if you are going into an operational role we need to be aware if any of our officers have, either before they join us or afterwards, any of the following:

- Any criminal conviction (including by Court Martial), or caution or fixed penalty notice for disorder or theft;

- Any adverse judicial findings;

- Any charges or summonses where the proceedings are not complete;

- Any misconduct or gross misconduct findings or where proceedings are not complete.

You will be asked to complete a declaration form covering the above if offered a role with the NCA.

Each case will be considered on its merits and a positive declaration does not automatically mean that your application will not be progressed. However, should you fail to disclose a relevant matter then your application or employment will be adversely affected. If in doubt, please declare it at this stage.

## **Internal Applicants**

Successful applicants currently employed by NCA for this post may request to remain in their current contractual location. This should be discussed and agreed prior to proceeding with pre-employment checks. Please note this is

dependant on business needs, please commence discussions with the hiring manager at the earliest opportunity.

### **Multi-Location**

Where more than one location is advertised, candidates will be appointed in merit order for each location. You will be asked to state your location preference on your application.

Please be aware that you can be posted to any location that you put in your preferences. If you would only like to be posted to one location, please confirm one location only. If you are posted to a location that you have requested and you do not accept that location, you may not be offered another role.

Please note, only advertised location can be offered. Notes populated in a free text box will not be taken into consideration.

### **Near Miss**

If you are not found appointable at the advertised grade you may be offered the lower grade role if you are considered to meet the skills, experience and behaviours for the lower level. The benchmark for appointing to the lower grade is set at the start of each campaign. All offers will be made in merit.

If you are found appointable at the higher grade but there are no positions available you may be offered an appointment at the lower grade.

### **Hybrid Working**

Here at the NCA we have a hybrid working arrangement in place enabling officers to work a proportion of their role remotely. Eligibility and the degree of home working will vary depending on the requirements of the role. Further details can be discussed at offer stage.

### **Reasonable Adjustment**

We are committed to ensuring our recruitment process is inclusive and accessible to all. As part of our application process you will be prompted to provide details of any reasonable adjustment to our recruitment process that you may need. If you have a disability or long-term condition (a physical or

mental impairment that has a substantial and long term effect on your ability to carry out normal day-to-day activities, 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 [ncarecruitment.grs@cabinetoffice.gov.uk](mailto:ncarecruitment.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.

## **Inclusion and Accessibility**

We are proud to be an inclusive, equal opportunities employer. As a Disability Confident Leader we are committed to ensuring that all candidates are treated fairly throughout the recruitment process. For details of the available group please visit <https://www.nationalcrimeagency.gov.uk/careers/benefits-and-support>

In order to monitor the effectiveness of the National Crime Agency's Diversity & Inclusion strategy, the NCA require certain personal details about you on submission of your application. Please note that this will be treated in confidence and will not impact your application. You will be asked to complete an E-consent survey asking for permission to share this data with the NCA to be used for statistical/monitoring purposes only, refusal of consent to share the information will not impact your application.

If you are experiencing accessibility problems with any attachments on this advert, please contact [ncarecruitment.grs@cabinetoffice.gov.uk](mailto:ncarecruitment.grs@cabinetoffice.gov.uk)

## **Additional Information**

The NCA is a 24/7 organisation, and working patterns must support business requirements. Some roles may require you to respond at short notice or outside of core hours.

Individuals will be required to undertake and pass a substance misuse test as part of pre-employment checks.

Successful candidates may be required to undertake a medical. If required, the medical will take place in either London or Warrington. Unfortunately, travel costs will not be reimbursed.

If you are an internal candidate who has passed interview but is undergoing an internal investigation or have a written warning in place preventing a post move you may not be able to be posted until this investigation is concluded or restriction lifted. You will remain on the reserve list for a max of 12 months

All Civil Servants are subject to rules on accepting outside appointments for up to two years after leaving Crown service. More information can be found at: [Advisory Committee on Business Appointments - GOV.UK](#).

Please note all new joiners and officers moving on promotion within the NCA or joining on promotion from other Civil Service departments, must move to NCA modernised terms and conditions.

This role is being advertised on a permanent basis. If preferable, Loan or Secondment options will also be available for existing Civil Servants (Loan) and applicants from accredited NDPBs or any other employer (Secondment). 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.

If you are currently in receipt of a public sector pension (including a police pension) you should review the recruitment FAQs <https://www.nationalcrimeagency.gov.uk/careers?view=article&id=3067&catid=10> to understand how abatement may apply to your pension or salary on joining/re-joining the NCA.

## **VETTING REQUIREMENTS SC**

All security clearances require you to provide evidence of your UK footprint where you have been physically present in the UK.

The requirement for SC clearance is to have been present in the UK for at least 3 of the last 5 years.

Failure to meet the residency requirements will result in your security clearance application being rejected.

If you require SC clearance you will need to provide evidence of the below requirements.

Checks will be made against:

- Departmental or company records (personnel files, staff reports, sick leave reports and security records)

- UK criminal records covering both spent and unspent criminal records

- Your credit and financial history with a credit reference agency

- Security Services records

## **VETTING REQUIREMENTS - DV**

All security clearances require you to provide evidence of your UK footprint where you have been physically present in the UK.

The requirement for DV is to have been present in the UK for at least 7 of the last 10 years.

Failure to meet the residency requirements will result in your security clearance application being rejected.

If you require DV clearance you will need to provide evidence of the below requirements.

Checks will be made against:

- successful completion of the BPSS

- UK criminal record and identity checks

- credit reference checks

- relevant personnel and medical checks (if required)

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

We encourage all candidates to visit the NCA careers page for further information please visit <https://www.nationalcrimeagency.gov.uk/careers>

If you have any specific queries about the role that are not covered above please contact: [ncarecruitment.grs@cabinetoffice.gov.uk](mailto:ncarecruitment.grs@cabinetoffice.gov.uk)

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

## **Security**

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.

## **Medical**

Successful candidates will be expected to have a medical.

## **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 : NCA Recruitment Team - GRS

Email : ncarecruitment.grs@cabinetoffice.gov.uk

Recruitment team

Email : ncarecruitment.grs@cabinetoffice.gov.uk

### **Further information**

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint in relation to any stage of the recruitment and selection process please email [Central.recruitment@nca.gov.uk](mailto:Central.recruitment@nca.gov.uk). please ensure that you refer to the campaign reference number. If you remain dissatisfied following the outcome of your complaint you have the right to contact the Civil Service Commission to pursue it further.

If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission: <https://civilservicecommission.independent.gov.uk/recruitment/recruitment-complaints/>

