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Associate Software Engineer - SPM

Social Security Scotland

Apply before 11:55 pm on Wednesday 12th February 2025

Reference number

389220

Salary

£32,455 - £35,203

Job grade

Executive Officer
B1

Contract type

Permanent

Business area

SSS - Chief Digital Office

Type of role

Other

Working pattern

Full-time

Number of jobs available

2

Contents

Location

Dundee, Glasgow

About the job

Job summary

Join Social Security Scotland as an Associate Software Engineer and collaborate with experienced professionals to develop vital software components for our social security services. This role will enable the job holder to continue to build their Java coding, system design, and maintenance as part of a supportive and inclusive team of software engineering professionals. If you re eager to grow your skills and help make a difference, apply today and contribute to shaping the future of social security in Scotland.

The Associate Software Engineer role will sit within Social Security Scotland s Chief Digital Office (CDO), which has a remit to provide infrastructure and systems to support both the wider social security programme and Social Security Scotland.

We aim to develop within Social Security Scotland, a positive and inclusive culture, which supports our people to flourish, by embedding a working environment where we all treat each other with dignity and respect, and recognise each other s contributions.

An Associate Software Engineer learns on the job by delivering software components.

At this role level, you will:

- Develop skills while working under supervision to deliver stories in a multidisciplinary team
- Understand and be proficient in different types of testing
- Be aware of but not responsible for security
- Coach and mentor more junior colleagues

Job description

- Collaborate to improve service availability and ensure systems can handle the expected workload.

Participate in activities to ensure robust information security.

Add security features to our solutions and services.

Apply a modern standards approach whilst learning from more experienced team members.

Help design, write, test, and document simple programmes or scripts with supervision.

Use techniques for creating prototypes.

Help to fix issues by following agreed procedures.

Complete assigned maintenance tasks on our technical infrastructure.

Help design parts of larger systems as part of a team.

Support the building and testing of interfaces between systems.

Work from user stories, focusing on what users need.

Person specification

Essential Experience

1. Your experience writing simple programs and scripts using Java allows you to design, code, test, correct and document medium-complexity programs or scripts with the support of others

2. Your experience of implementing low complexity components using Java allows you to assist as part of a team in the design of components of larger systems

Technical/Professional Skills

This role is aligned to Junior Developer within the Digital, Data and Technology Profession. Please review the following to understand the skill expectations - Software developer - Government Digital and Data Profession Capability Framework

We will assess you against the following technical skills during the selection process:

Programming and build (software engineering) - (Level: Working)
Prototyping - (Level: Working)

Information security - (Level: Working)
Modern development standards - (Level: Working)
Service support - (Level: Working)

Please note that only the first 2 technical skills listed will be tested at application stage: Programming and Build; and Prototyping.

Behaviours

Communicating and influencing (Level 2)
Working Together (Level 2)

You can find out more about Success Profiles Behaviours, <u>here</u>.

Benefits

Annual Leave - You will receive 25 days annual leave on joining us. This will increase to 30 days after four full years of service. You will also have 11.5 public and privilege days of leave every year. We also offer Flexi-time. Any extra hours you've worked can be taken as leave when suitable.

A Civil Service Pension - This job comes with a Civil Service pension. New joiners to the Civil Service will join a career average pension scheme as standard. Read more here - www.civilservicepensionscheme.org.uk.

Healthy work life balance - We can offer the possibility of full-time, part-time, term-time, and job shares. We also encourage flexible working.

Discounts - You can enjoy a vast range of retail, travel and lifestyle discounts through our benefit scheme.

Personal support for you - Our Employee Assistance Programme gives you confidential, independent information and guidance 24/7.

Volunteering special leave - Up to six days paid special leave a year for volunteering. We support our staff to help causes important to them.

Great locations - Our bright and modern offices in the heart of Dundee and

Glasgow have been designed with staff in mind. Both locations are ideal for public transport.

Things you need to know

Selection process details

Expected Timeline (subject to change)

Sift   w/c 17th February 2025
Interview   w/c 3rd March 2025
Location   In Person in either Dundee or Glasgow

To apply please submit an application form by clicking on the   Apply at Advertisers Site   button.

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.

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 :   Resourcing Team

Email :   recruitment@socialsecurity.gov.scot

Recruitment team

Email :   recruitment@socialsecurity.gov.scot