Developer

Government Digital Service

Apply before 11:55 pm on Monday 3rd March 2025

GDS

Reference number

392507

Salary

£56,070 - £72,466

£61,740 - £72,466 (London) / £56,070 - £64,040 (National) Based on capability. The base salary of this grade is £61,005 for London and £55,403

for other locations. Offers made above this will be made up with a specialist pay allowance

Job grade

Grade 7

Contract type

Permanent

Business area

Performance and Assurance

Type of role

Digital
Information Technology

Working pattern

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

Number of jobs available

1

Contents

Location

Bristol, London, Manchester

About the job

Job summary

The Government Digital Service (GDS) is responsible for setting, leading and delivering the vision for a modern digital government.

This role sits within the Performance Management and Assurance team. Our priorities are to:

- Set the x-govt strategy for digital and data

- Establish functional metrics and processes to ensure delivery of the strategy

- Assure against a set of co-created red lines

- Manage operations, governance, portfolio management and executive private office for GDS

For the Assurance Service, we:

- Operate assurance processes

- Product manage assurance tooling

- Manage strategic roadmap / portfolio of digital programmes

- Develop and maintain the Government Digital and Data performance framework

- Deliver the Quarterly Business Review (QBR) process

Job description

You ll be working as part of an Agile team to deliver an end to end digital service that enables civil servants to apply for spend controls approvals. The system is in its Public Beta phase, and the system is already built within the low code platform Mendix. Working in a continuous improvement oriented team, you will work to meet user needs and develop functionality to increase adoption of the service within all Government organisations, supporting the Performance and Assurance team with meeting assurance and spend assessment requirements. releases, database structures. You will also share

in the Government Digital Service (GDS) responsibility for the digital transformation of UK Government.

You ll ensure high quality code is delivered in line with project goals and delivery cycles. You ll thrive using agile methods and enjoy working openly, collaboratively and as part of a multidisciplinary team focused on one or more projects. Above all, you ll want to make government better, which may sometimes involve challenging the status quo.

To learn more about what Developers do in government please review the Government Digital and Data Capability Framework

As a Developer in GDS you ll:

- work within the Mendix platform to iterate the front-end submitter user journey, as well as the back-end assurance system

- support internal web services to serve a variety of citizen and government needs, taking responsibility for the quality of code you produce

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

- build automated tests to support our continuous deployment environment

- share knowledge of tools and techniques with your wider team, both developers and non-developers

- act as a digital ambassador across government, supporting recruitment, identifying good practices for GDS to adopt and sharing experiences, e.g. through blog posts, tech talks at conferences etc.

- contribute to the data landscape across GDS s performance monitoring of digital government transformation by supporting cloud-based data infrastructure and developing data ingestion pipelines

Person specification

We re interested in people who:

- have experience with low and no - code solutions, particularly Mendix

- understand software design principles

- take a systematic approach to solving problems

- have experience of using testing to validate solutions

understand agile environments and version control

have experience of working with technologies used for web applications, e.g databases, backups, CDNs and search

Benefits

The benefits of working at GDS

There are many benefits of working at GDS, including:

flexible hybrid working with flexi-time and the option to work part-time or condensed hours

a Civil Service Pension with an employer contribution of 28.97%

25 days of annual leave, increasing by a day each year up to a maximum of 30 days

an extra day off for The King s birthday

an in-year bonus scheme to recognise high performance

career progression and coaching, including a training budget for personal development

paid volunteering leave

a focus on wellbeing with access to an employee assistance programme

job satisfaction from making government services easier to use and more inclusive for people across the UK

advances on pay, including for travel season tickets

death in service benefits

cycle to work scheme and facilities

access to children's holiday play schemes across different locations in central London

access to an employee discounts scheme

10 learning days per year

volunteering opportunities (5 special leave days per year)

access to a suite of learning activities through Civil Service learning

GDS offers hybrid working for all employees. This means that everyone does some working from home and also spends some time in their local office. You ll agree to your hybrid working arrangement with your line manager in line with your preferences and business needs.

Any move to Government Digital Service 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

Things you need to know

Selection process details

The standard selection process for roles at GDS consists of:

> a simple application screening process - We only ask for a CV and cover letter of up to 750 words. Important tip - please ensure that your cover letter includes how you meet the skills and experience listed in the   person specification   section above

> a 60 minute video interview

Depending on how many applications we get, there might also be an extra stage before the video interview, for example a phone interview or a technical exercise.

In the Civil Service, we use Success Profiles to evaluate your skills and ability. This gives us the best possible chance of finding the right person for the job, increases performance and improves diversity and inclusivity. We ll be assessing your technical abilities, skills, experience and behaviours that are relevant to this role.

For this role we ll be assessing you against the following [Civil Service Behaviours:](#)

Managing a quality service

Delivering at pace

Working Together

We ll also be assessing your experience and specialist technical skills against the following skills defined in the Government Digital and Data Profession Capability Framework for the Developer role:

Development Process Optimisation

Information security

Systems integration

User focus

Recruitment Timeline

Role closes: Monday 3rd March

Sift completion: Friday 7th March

Panel interviews: starting Friday 14th March

Candidates that do not pass the interview but have demonstrated an acceptable standard may be considered for similar roles at a lower grade.

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

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](#) and [the Civil Service D&I Strategy](#).

Please note that this role requires SC clearance, which would normally need 5 years UK residency in the past 5 years. This is not an absolute requirement, but supplementary checks may be needed where individuals have not lived in the UK for that period. This may mean your security clearance (and therefore your appointment) will take longer or, in some cases, not be possible.

You may be aware that there are plans for the Government Digital Service (GDS) to move into the Department of Science, Innovation & Technology (DSIT). This move is to bring together the digital transformation of public services into one core department. The move itself will offer huge opportunities whilst allowing DSIT to lead the way and drive forward the new Government's digital agenda.

As the announcement is relatively new, we are awaiting more detailed information. Therefore, we encourage you to apply for this role, and will keep you informed with updated information throughout the application process.

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.

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 :   gds-recruitment@digital.cabinet-office.gov.uk

Email :   gds-recruitment@digital.cabinet-office.gov.uk

Recruitment team

Email :   gds-recruitment@digital.cabinet-office.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, you should contact gds-recruitment-complaints@digital.cabinet-office.gov.uk in the first instance.
If you are not satisfied with the response you receive you can contact the Civil Service Commission by email: info@csc.gov.uk Or in writing: Civil Service Commission, Room G/8 1 Horse Guards Road, London, SW1A 2HQ.