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Lead Developer

House of Commons

Apply before 11:55 pm on Sunday 2nd March 2025



Reference number

392122

Salary

£68,900 - £81,879

Job grade

Other

A1

Contract type

Permanent

Business area

Parliamentary Digital Services

Type of role

Digital
Information Technology

Working pattern

Full-time

Number of jobs available

1

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Location

Westminster

About the job

Job summary

The Opportunity

This is work of national importance. Join the Parliamentary Digital Service as a Lead Developer and what you do will make UK democracy function better, more efficiently and more transparently. And this couldn't be more vital – the outputs you lead, oversee and deliver will allow the activities of the UK Parliament to be better scrutinised and understood by the public.

Acting as technical lead for a truly multidisciplinary team, you'll connect the Principal Developers in the Senior Management Team (SMT) to the rest of the delivery team, making sure the work planned and delivered aligns with our technical strategy, and adheres to the agreed tools, standards and approaches. You'll bring the perfect blend of strong technical and people skills allowing you to guide, coach and mentor others, review development work, and oversee quality to keep standards very high.

We'll look to you to lead on many complex issues, helping to refine the systems that allow Members to vote in both the House of Commons and the House of Lords, improving the tabling systems that allow MPs to submit questions, and much more.

Using your technical experience and high-quality programming skills, you'll be ready to communicate clearly across different disciplines, with your digital colleagues, and to other stakeholders throughout Parliament. But your work won't stop there. Among your other responsibilities, you'll:

- appreciate the needs of users and keep them in mind when taking actions or making decisions

- understand the differences between needs and wants, and maintain a strong focus on benefits, outcomes and value for money in all the work we do

- ensure the skills of all the developers in our team are sufficient for the needs of the products and services being developed

provide coaching, pairing and mentoring to your colleagues, or recommend learning and training areas

oversee the adequate transfer of knowledge between Principal Developers and the Development and DevOps teams, in line with the overarching strategic direction and our departmental standards

represent operational teams in decisions to evolve processes, structures and policies to ensure maximum effectiveness based on current organisational need.

Job description

Acting as a technical leader in the team who takes localised decisions in line with our overarching strategic direction and orchestrates the technical work of a squad, working to motivate and develop squad members.

Understanding the needs of users and keeps them in mind when taking actions or making decisions.

Being cognisant of the differences between needs and wants, and maintaining a strong focus on benefits, outcomes, and value for money in all the work we do.

Ensuring the skills of developers in our team are sufficient for the needs of the products and services being developed, including providing coaching, pairing and mentoring to colleagues, or recommending learning and training areas.

Overseeing adequate transfer of knowledge between Principal Developers and the development and DevOps teams, in line with the overarching strategic direction and our departmental standards.

Representing operational teams in decisions to evolve processes, structures and policies to ensure maximum effectiveness based on current organisational need.

Leading on ways of working and collaboration across a multidisciplinary team that is forming, ensuring changes are introduced at the right pace to be sustainable.

Please note the above duties are not intended to be an exhaustive list. You may be required to undertake other duties that are appropriate to your role and pay band, as agreed with your line manager.

Person specification

Criterion 1

Demonstrable experience across C#, .NET, .NET Core and .NET Framework, web frameworks including MVC and Web API, SQL / SQL Server with proven experience in designing database schemas to satisfy data storage and retrieval requirements, designing and creating RESTful APIs, performing profiling of applications and writing performant code, Git, abstracting code into core libraries and creating reusable components, debugging and systems analysis, HTML5, CSS / SASS & Javascript and TypeScript, familiarity with a frontend framework such as Angular / React / Vue (Angular preferred).

Criterion 2

You are a strong leader and will have effective teambuilding skills with the ability to motivate, lead and develop a multidisciplinary team whilst adhering to wider technical direction in a complex environment.

Criterion 3

You demonstrate strong understanding and application of the most appropriate modern standards and practices and can advise and coach others on the right way to apply these standards and methods, ensuring compliance.

Criterion 4

You can design systems characterised by medium to high levels of risk, impact, and business or technical complexity and can review the systems designs of others to ensure selection of appropriate technology, efficient use of resources, secure design, and integration of multiple systems and technology.

Criterion 5

You have a good understanding of information security and build systems with information security included as a core part of the design.

Criterion 6

You can define the integration build, can coordinate build activities across systems and understand how to undertake and support integration-testing activities.

Criterion 7

You can champion the user and represent users internally and can build meaningful relationships with users to support high-quality development and delivery, ensuring to uphold the values of equality, diversity and inclusion.

Benefits

Please refer to our Candidate Information Pack for a full list of our benefits which include:

- up to 35 days annual leave in addition to bank holidays
- generous maternity pay policy up to 6 months full pay
- great pension scheme options (contributory and non-contributory)
- on-site subsidised gym, nursery, catering, post office, travel office and GP
- flexible options including hybrid working and family friendly policies

Things you need to know

Selection process details

Apply By: 2nd March 2025 at 23:55

- Interviews: - 6th & 7th March: Informal Intro Calls
- 7th & 12th March: Take Home Code Tests
- 25th & 26th March: Interviews / Pair Programming Exercise

Format: Panel Interview (Remote)

Our Culture

For our people, we provide an amazing opportunity to bring their talents to an institution that sits right at the heart of society in the UK. We are helping to change UK Parliament and strengthen democracy. What matters here is your potential for growth and your commitment to playing your part in our ongoing success.

We are passionate about providing an environment which promotes inclusion, diversity and equality. Regardless of your age, gender, ethnicity, beliefs or any of the other things that make you, you. We welcome applications from people who feel under-represented in the workforce. This includes those who may feel disadvantaged because of their socioeconomic circumstances.

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 [counter-terrorist 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

Please note this Post is NOT regulated by the Civil Service Commission.

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

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 : The Resourcing Team

Email : digitalrecruitment@parliament.uk

Recruitment team

Email: digitalrecruitment@parliament.uk