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Software Developer (£42,848 - £57,400)

Department for Transport

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



Department
for Transport

Reference number

386963

Salary

£42,848

plus an additional allowance up to £14,552

Job grade

Senior Executive Officer

Contract type

Permanent

Business area

DFT - Corporate Delivery Group (CDG) - Portfolio and Project Delivery Directorate

Type of role

Architecture and Data
Digital
Information Technology

Working pattern

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

Number of jobs available

1

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Location

Birmingham, Hastings, Leeds

About the job

Job summary

We're looking for a Software Developer to join our team!

This is a **Full Stack Software Developer** role embedded within the **Department for Transport's (DfT) Portfolio & Project Delivery Directorate (PPDD)**. PPDD plays a central role in overseeing how DfT and its partner agencies deliver transport projects.

You will be part of the newly established **Digital and Software Hub (DASH)** team, which develops open-source software solutions to enhance ways of working across PPDD and DfT. As part of this innovative team, you will:

- Lead, develop, and maintain the codebase and IT infrastructure for the **Central Project Register**, an online reporting tool central to DfT project management.

- Contribute to other software projects based on demand and PPDD's strategic priorities.

This role is an opportunity to make a tangible impact by shaping and supporting tools that drive effective project delivery across the Department for Transport.

Job description

The duties of this role will include:

- Developing and maintaining the CPR code base, written in Python, using the web framework Django.

- Managing deployment of CPR on the Google Cloud Platform, using app engine.

- Planning and managing your workload using agile methodology.

- Other coding opportunities depending on PPDD strategic requirements.

The role will be responsible for:

Working as part of a multi-disciplinary team to deliver the CPR project. This includes some project management, stakeholder and user engagement, as well as representing the team in meetings and events.

Maintaining and managing the project codebase using GitHub, with a focus on effective version control through branches, tags, and pull requests. Implementing and encouraging best practices for collaboration within the repository.

Creating and maintaining thorough and up-to-date documentation, including the API specifications and project Readme files, to ensure ease of understanding and continuity. Documenting new features, workflows, and architectural decisions.

Developing code using Test Drive Development (TDD). Writing, maintaining, and executing tests to ensure robust and reliable code.

Ensuring the API is well-maintained, scalable, and secure. Supporting and engaging with users and applications that consume the API data, addressing queries, and implementing enhancements based on feedback.

Designing, managing, and improving CI/CD pipelines to streamline development and deployment processes. Ensuring smooth and reliable delivery of updates to the production environment.

Managing and maintaining the PostgreSQL database instance, ensuring its reliability, performance, and security. Optimizing database queries and schemas to improve application efficiency.

Setting up and overseeing application performance monitoring and logging systems to detect and address issues proactively. Analysing logs and metrics to identify areas for improvement and ensure optimal system health.

Designing, developing, and maintaining intuitive and accessible front-end interfaces using modern web technologies (HTML and HTMX are used by the team).

Person specification

We're seeking a **full stack developer** with the ability to develop and deploy high-quality code to industry standards. The ideal candidate will:

- Have experience of or a demonstrable interest in building and delivering open-source software.

- Excel in collaborative environments, working effectively with others to gather evidence, define user needs, and produce clear, actionable documentation.

- Provide leadership in determining the best technical solutions to meet department objectives.

Additional Information

A minimum of 60% of your working time should be spent at your principal workplace, although requirements to attend other locations for official business, or carry out detached duty in another DfT workplace, will also count towards this level of attendance.

Occasional travel to other DfT offices will be required.

We recognise the challenges that people with (multiple) protected characteristics may experience on the job market and in their career progression. We are fully committed to being an inclusive employer and ensuring equal opportunities. We are keen to make our workforce as diverse as possible, and we hope to attract applications from underrepresented groups, including ethnic minorities, people with a disability, and people with gender diverse identities.

Behaviours

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

- Managing a Quality Service

- Working Together

Technical skills

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

Availability and capacity management (Skill Level : working)

Programming and build (software engineering) (Skill Level : Practitioner)

Benefits

Being part of our brilliant Civil Service means you will have access to a wide range of fantastic benefits. We offer generous annual leave, attractive pension options, flexible working, inclusive working environments and much more to support a healthy work/life balance.

[Find out more about what it's like working at the Department for Transport](#)

Government Digital and Data Profession Pay Framework

This role is part of the Government Digital and Data profession and utilises an enhanced Capability Based Pay Framework which provides access to a Digital and Data allowance.

The base pay is £42,848. In addition to this, the role includes a Digital and Data allowance of up to £14,552.

The value of allowance awarded will be based on an assessment of your skills and experience as demonstrated through the selection process.

[Here are more details on the pay framework.](#)

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.

How to Apply

When considering applying please look at how your experience relates to the role.

Please provide a **CV and Personal Statement**.

When submitting your Personal Statement please complete the following coding task and provide a link to the repository.

In addition, provide some text to highlight any additional evidence of your relevant experience for the role.(Word-count 500)

Coding Task: a simple web application

Develop a simple Contacts web application that stores information such as name, address, and telephone numbers for contacts. Users should be able to see a list of contacts, as well as be able to perform CRUD activity for contacts. This application should:

1. Demonstrate your ability to build a basic web application.
2. Showcase your proficiency with web development frameworks and tools.

Requirements

1. Use any web application framework to complete this task. Python frameworks such as Django are recommended, but any language and framework are acceptable. The focus is on demonstrating proficiency.
2. **Front-End:** Develop a basic web front-end to interact with the application. Apply some styling to create a visually appealing interface.
3. **Data Storage:** Store contact information in a database. SQLite is suggested for simplicity, but other databases or data storage solutions (e.g., JSON files) are acceptable.
4. **API:** Provide a basic API that serves the application's data.
5. **Dynamic Interactions:** Include a few examples of dynamic user interfaces, such as AJAX interactions or partial updates to the DOM. These are considered as extra features but will showcase your ability to enhance user experiences.

6. **Local Environment:** The application only needs to run on a local machine and does not need to be deployed as a live site.
7. **Version Control:** Use Git for version control. Publish the code repository to an open-source platform such as GitHub or an equivalent service.
8. **Documentation:** Include a README file with:

Instructions for cloning the repository.

Steps to install dependencies.

Guidelines to run the application locally.

High-level instructions on deploying the application to production, including a recommended cloud platform and service (e.g., AWS, GCP, Azure).

Submission:

Provide a link to your code repository, for example on Github, as part of your personal statement.

Please note the Civil Service application process is name-blind, so ensure that the repository containing your code does not include any personal information that would identify you.

Sift & Interview Dates

The sift is due to take place **from 24th February 2025.**

Interviews are due to take place **from 10th March 2025.**

This interview could be conducted via a video interview, details of which will be provided to you should you be selected for interview.

We will try to meet the dates set out in the advert. There may be occasions when these dates will change. You will be provided with sufficient notice of the confirmed dates.

The selection process will be designed specifically for the role. As a result, your assessment will include:

an interview

a technical exercise (coding exercise)

You're encouraged to become familiar with the role profile, as you may be assessed against any of the criteria recorded within.

The Department for Transport alongside other Government Departments recruit using Success Profiles. This means for each role we consider what you will need to demonstrate in order to be successful. This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

For further information on Success Profiles visit our [Careers website](#).

Reasonable Adjustments

As a Disability Confident Leader employer, we are committed to ensuring that the recruitment process is fair, accessible and allows all candidates to perform at their best. If a person with a visible or non-visible disability is substantially disadvantaged, we have a duty to make reasonable changes to our processes.

Complete the 'Assistance required' section in the 'Additional requirements' page of your application form to tell us what changes or help you might need during the recruitment process. For instance, you may need wheelchair access at an interview, or if you're deaf, a Language Service Professional.

If you need a reasonable adjustment so that you can complete your application, you should contact Government Recruitment Service via dftrecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

Document Accessibility

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

This job advert contains links to the [DfT Careers website](#). Our website provides useful guidance and information that can support you during the application process. If you cannot access the information on our website for any reason, please email DRGComms@dft.gov.uk for assistance.

Further Information

For more information about how we hire, and for useful tips on submitting your application for this role, visit the [How We Hire](#) page of our DfT Careers website. You can find detailed information about the recruitment process and what to expect when applying for a role.

Pre-employment Checking

Applicants who are successful at interview will be, as part of pre-employment screening, subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5-year period following a dismissal for carrying out internal fraud against government.

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 : Digital Resourcing

Email : DigitalResourcing@dft.gov.uk

Recruitment team

Email : dftrecruitment.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 the first instance, you should contact Government Recruitment Services via email: dftrecruitment.grs@cabinetoffice.gov.uk

If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission: Visit the Civil Service Commission website [Here](#)

