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# DE&S Software Acquisition Engineer

Ministry of Defence

**Apply before 11:55 pm on Sunday 15th February 2026**



## Reference number

447266

## Salary

£44,100

per annum (pro rata), plus generous benefits and an average 28.97% employer pension contribution. Existing civil servants should refer to the Further Information document for salary details.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Other  
Professional II

**Contract type**

Permanent

**Business area**

MOD - Defence Equipment & Support - Engineering

**Type of role**

Engineering  
Other

**Working pattern**

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

**Number of jobs available**

1

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## Location

MOD Kentigern House, Glasgow, Scotland G2 8EX

# About the job

## Job summary

At Defence Equipment & Support (DE&S), we supply and maintain vital equipment and services for the Royal Navy, British Army and Royal Air Force. Together, we deliver a vast range of essential defence programmes, and strive for what's next. Because it helps keep our military at the top of their game and our nation safe – for today, and tomorrow.



We offer 25+ days' holiday, flexible and hybrid working, enhanced parental leave schemes, shopping discounts, and an exceptional employer pension contribution of 28.97%, to help make work work for you.

This role requires you to have lived in the UK for the last 5 years and obtain Security Check (SC) security clearance. Clearance must be obtained without any caveats that prevent you from carrying out the role you've been recruited for. If it isn't obtained, or is obtained but with caveats that prevent you from carrying out the role, any conditional offer made to you will be withdrawn. Obtaining SC security clearance can be a lengthy process, and we reserve the right to withdraw any conditional offer made if the necessary security clearance isn't obtained within 12 months.

## Job description

Are you ready to make a real impact in Defence? Join us as a Software Acquisition Engineer, being a part of the largest software acquisition in UK Ministry of Defence history. This ground-breaking programme encompasses not only the core platform but also cutting-edge Autonomous Collaborative Platforms (ACPs) and all ground-based systems, including mission planning, maintenance, training, and digital twins.

You will play a pivotal role in delivering all components of the Support Solutions Envelope related to Programmable Elements. This is a unique opportunity to contribute to a transformative programme shaping the future of defence technology. You will be involved providing and overseeing technical risk management to ensure effective management of the FCAS/

GCAP Through Life Capability. You will plan engineering activities using the Guide to Engineering Activities and Review (GEAR), developing and maintaining all required artefacts related to Programmable Elements within the Support Solutions Envelope. You will also develop and deliver the Software Support Plan in alignment with the Support Solutions Envelope, Software Support, and Associated Licensing.

As part of this role, you will lead and manage a team of engineers to achieve objectives in accordance with the approved Support Solutions Envelope and resourced schedule. Ensuring the engineering team operates safely and professionally will be a key responsibility, as will collaborating with the Engineering Profession to secure suitably qualified and experienced personnel. You will establish and maintain the cost base for Programmable Elements Through Life Support and provide first-party assurance against JSP 935 objectives, the Software Acquisition Management Plan, the Software Support Plan, and supplier Management Plans, policies, and procedures.

We champion flexible ways of working. Regular in-person attendance is required (this is expected to be approximately 60% of your working week) however this can depend on the demands of the role and could vary. to promote the benefits of face-to-face collaboration alongside flexibility of hours to support work-life balance and business need. Initially, you may be expected to attend more frequently to familiarise yourselves with the site, the team, and your role.

## **What you'll be doing**

Develop and maintain policy and process to satisfy the corporate standard JSP 935 for Software Acquisition Management.

Identify and analyse software acquisition risk reduction measures, ensuring that these are adequately documented and managed.

Working in a highly regulated area, educate others with relevant legislation, regulation, policy, processes, and standards to deliver technical documentation for a sub-system. This includes the essential relation to quality, safety, security, and sustainability, of the system, and the interoperability with other sub-systems.

Accountable for the Software Support Plan (SSP) and the software supportability self-assessment required to satisfy the Governing Policy (GP) 2.11, within the Support Solution Development Tool (SSDT).

Manage stakeholders and collaborate and manage trade-offs with other sub-system teams and specialists, over technical requirements, and design compromises, to maximise successful system implementation and delivery.

Lead technical software assurance activities within the limit of your technical discipline.

Provides informed software acquisition engineering advice to decision makers.

## **Person specification**

To be successful with your application, you'll need to show that you meet the following essential criteria:

Have a wide ranging depth and breadth of experience of providing technical advice and delivery of successful software acquisition, engineering or computer science outcomes

Hold a Science, Technology, Engineering and/or Mathematics based qualification at Regulated Qualifications Framework (RQF) Level 4; and

Be professionally registered or intend to be professionally registered with a relevant Professional body/institution related to your discipline, as either:

Advanced Registered IT Technician (Adv RITTech) or

Registered Scientist (RSci) or

Incorporated Engineer (IEng)

Note: Alternatives to RQF listed above (which cover England, Wales and Northern Ireland only), is the Scottish SCQF or international equivalent qualification backed up by a statement of comparability from UK ENIC.

Applied experience developing and implementing Software Acquisition Management Plans and other artefacts related to software acquisition engineering

An understanding of Programmable Elements safety in a defence environment, e.g. DEF STAN 00-055

In addition to the responsibilities above, the following technical competences and behaviours will be assessed at interview:

Core Behaviour 1: Making Effective Decisions

Core Behaviour 2: Changing and Improving

Technical Competence 1: Suitable Systems and Systems Thinking Practitioner

Technical Competence 2: Supportable Technical Solutions Practitioner

## Benefits

Alongside your salary of £44,100, Ministry of Defence contributes £12,775 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

25 days annual leave +1 day a year up to 30 days, 8 bank holidays and a day off for the King's birthday

Flexible and hybrid working options

Market-leading average employer pension contribution of 28.97%

Annual performance-based bonus and recognition awards

Access to specialist training and funded qualifications

Support for progression

Huge range of discounts

Volunteering days

Enhanced parental leave schemes

Improving innovation and enriching our culture, diversity of thought is vital to our success. So whether you're looking for a new opportunity, a next step, or a helping hand as you return from a career break, bring your experiences and help deliver for the defence of tomorrow. Here you'll find a supportive, family-friendly organisation to be a part of - and if you need any assistance with your application, just let us know.

#LI-Hybrid

## Further Information

Civil Service Recruitment Principles: [Recruitment Principles - Civil Service Commission](#)

Candidate Information Pack: [\*\*https://bit.ly/DES-Candidate-Information-Pack\*\*](https://bit.ly/DES-Candidate-Information-Pack)

Terms and Conditions: [\*\*https://bit.ly/DES-Terms-and-Conditions\*\*](https://bit.ly/DES-Terms-and-Conditions)

Civil Service Code: [\*\*The Code - Civil Service Commission\*\*](#)

**Any personal data that you provide during the Recruitment process will be treated in accordance with the MOD Privacy Notice which can be accessed [here](#).**

### **Disability Confident:**

Please note as a Disability Confident Leader we want to ensure you receive any reasonable adjustments that you need throughout the recruitment process. If you do require any reasonable adjustments, you can let us know on your online application under the section Please indicate and give details of any reasonable adjustments you may require during the recruitment process.

### **Conflicts of Interest:**

The Ministry of Defence requires all candidates who are successful at interview to declare any outside interests. These declarations will be discussed with successful candidates following the interview process and before a formal offer of employment is made, as some outside interests may not be compatible with MOD civilian roles. This will not, in the majority of cases, prevent employment in MOD, but it is a measure that must be taken to ensure that appropriate mitigations can be put in place to manage any potential, perceived or actual conflicts of interest from the first day of employment.

## **Things you need to know**

### **Artificial intelligence**

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and

internal candidates may be subject to disciplinary action. Please see our [candidate guidance](#) (opens in a new window) for more information on appropriate and inappropriate use.

## **Selection process details**

Your application will go through the following stages of assessment:

1. Pre-sift - We will check that you meet any essential or eligibility criteria that are listed in the Person Specification section of this advert. On your CV, please clearly show how you meet the essential criteria.
2. Sift - Your CV will be assessed against the following categories, using a simple numerical scoring system: Key Achievements; Relevant Experience; Applied Knowledge and Skills. Please follow our [\*\*guidance on CV writing\*\*](#) for best chance of success.
3. Interview - If you're invited to interview, you'll be assessed against the Sift categories listed above, as well as the Technical Competences and Behaviours listed in the Person Specification section of this advert.

**Please Note:** In the event of a tied score at interview, the Order of Merit will be distinguished based on the ranking of the assessed behaviours and competencies below:

- 1st: Core Behaviour 1
- 2nd: Core Behaviour 2
- 3rd: Technical Competencies
- 4th: CV Review

In the event of a further tie using the method above, we reserve the right to utilise the Lead criterion, and/or an additional assessment.

Feedback will only be provided if you attend an interview.

If you feel that 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 department via email: [DESH-R-WSC-  
PMOCOMPLAINTS@mod.gov.uk](mailto:DESH-R-WSC-PMOCOMPLAINTS@mod.gov.uk). If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission: [Recruitment Complaints - Civil Service Commission](#)

## **Offering at a lower level**

If you're not successful at interview, we may offer you a role at a lower level if this is a match for your skills and experience. If this applies to your application, you'll be scored against criteria for the lower-level role and offers will be made in merit order. If you accept this position, you'll be able to take advantage of opportunities to develop your career as part of our team.

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.

## **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 : Eva Manley - DE&S Talent Acquisition Specialist

Email : Eva.Manley101@mod.gov.uk

Recruitment team

Email : Eva.Manley101@mod.gov.uk

