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# Judicial Appointments Commission - Developer (Ref: 1777)

Ministry of Justice

## Apply before 11:55 pm on Monday 27th January 2025

Ministry of
JUSTICE

**Reference number**

385265

**Salary**

£38,661 - £42,019

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Higher Executive Officer
HEO

**Contract type**

Permanent

**Type of role**

Digital

**Working pattern**

Flexible working, Full-time

**Number of jobs available**

1

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# Location

This position is based at CLIVE HOUSE LONDON, SW1H 9EX

# About the job

**Job summary**

Please refer to Job Description

**Job description**

## Judicial Appointments Commission Job Description   Developer (HEO)

### Summary

The Judicial Appointments Commission (JAC) plays a pivotal role in the justice system, identifying candidates for judicial office up to and including the High Court of England and Wales. We receive thousands of applications each year. In order to manage so many applications and to support the end-to-end selection process, the JAC has developed an online recruitment platform.

We are continuously making improvements to the platform and the digital services we provide. That s why we are looking for enthusiastic and talented people to join the digital team and help us continue to deliver a first-class service. As part of the JAC, you will make a significant and direct contribution to the business, those who apply for judicial office, the judiciary, and the organisations we work with. It can be challenging but it s also important and rewarding.

### About the Role

Developers play a key role in supporting our digital service, coding on the Digital platform to ensure stability, security, and longevity for our users. The current tech stack is Firebase/Vue.js, hence we are seeking developers with expertise in that area. As a Developer, you will work with the rest of the team to deliver desired outcomes. We have a small in-house team, currently consisting of a Senior Product Owner, Junior Product Owner, Business Analyst and Developer. The in-house team is complemented by the provision of coding/development services by specialist contractors.

### About the JAC

The Judicial Appointments Commission (JAC) is an independent public body, established in April 2006, to select judges in the courts and tribunals, and non-legal tribunal members. The JAC selects judicial candidates through fair and open competition, encouraging a wide range of quality candidates to apply for the posts that it advertises.

The JAC is responsible for designing, planning, and running recruitment campaigns to select judicial office holders up to and including High Court judges. We have a statutory duty to select solely on merit, while keeping our selection processes open to the widest range of applicants. We launch a new campaign for judicial posts every one to two weeks. These range from high volume campaigns for entry level posts, attracting upward of 2,000 applicants, to small campaigns for senior roles, attracting a handful of highly qualified people.

You can find out more about the JAC on our website.

## Main responsibilities

You will be line-managed by the Product Owner who will aid and support you in your professional development, helping you to progress in your role. As part of the Developer team, you will be expected to:

   Write efficient code and have a good understanding of distributed version control (we use git)

   Work collaboratively on digital projects, writing front-end code and server-less back-end

   Understand software design principles and take a systematic approach to solving problems

   Maintain awareness of new programming tools and techniques and consider user perspective when testing to validate solutions and highlight oversights

   Take responsibility for the operational stability of the products you build, ensuring the ongoing robustness and resilience of those products

   Engage in peer review of fellow developers code ensuring it meets standards

   Understand agile ways of working, engaging in team ceremonies throughout sprint cycles

Have a basic understanding of web security, design, and accessibility issues

Support staff and other users of the platform, sharing knowledge, guidance, and information, and providing tutorials and assistance

Swiftly triage issues that arise on the digital platform, mindful of the impact any disruption might have on operational delivery, applicants, and other users.

The duties/responsibilities listed above describe the post is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary.

## Knowledge, Experience and Skills:

The ability to deliver useful code regularly, and to complete any development projects to the required deadlines.

Experience of using client-side JavaScript (in modern web browsers) and/or server-side JavaScript (Node.js).

Experience of working with serverless architecture, in particular Google Cloud and Firebase, and/or Single Page Applications, such as Vue.js or React.

The ability to understand what problem your team is trying to solve and align your development to resolve it, collaborating with other team members as needed.

A self-starter, being proactive about your own development and seeking opportunities to add value to the organisation.

Experience of working closely with operational and digital colleagues, attending team meetings, stand-ups, and other operational and digital events.

Experience of making digital services and products accessible and reflective of organisational priorities and user needs.

Excellent attention to detail.

Good communication skills, both written and oral.

An ability to build and maintain positive relationships with colleagues and stakeholders.

The ability to solve complex problems and work calmly under pressure.

The ability to work to tight deadlines while maintaining a quality service.

## What we can offer you

We offer a range of benefits including an attractive annual leave allowance, flexible and hybrid working opportunities, and choice of pension schemes. We actively encourage all staff to undertake learning and development as part of their personal objectives and have a range of networks to support and promote inclusivity, wellbeing, and dignity at work among other things.

## Recruitment process details

## Behaviours

We ll assess you against these behaviours during the recruitment process:

Changing and Improving

Managing a Quality Service

Making Effective Decisions

Delivering at Pace

In addition to these behaviours, your experience and technical knowledge will be assessed during the recruitment process in accordance with the knowledge, experience, and skills section of this job description.

## Application process

To apply for this role, you will need to provide:

Your CV

A statement of suitability detailing why you are interested in the role and how you meet the knowledge, experience and skills outlined in the job description (500 words max)

Written evidence of the following two behaviours: Changing and Improving and Managing a Quality Service (250 words max for each)

## Sift

Applications will be sifted based on the CV, statement of suitability and written evidence of two behaviours: Changing and Improving and Managing a Quality Service.

## Interview

Interviews are expected to take place early to mid-February 2025. They will either be in person at Clive House, 70 Petty France, London, SW1H 9EX, or undertaken remotely via MS Teams. Arrangements will be confirmed to all those shortlisted.

At interview, we will assess you against four behaviours: Making Effective Decisions, Managing a Quality Service, Changing and Improving and Delivering at Pace.

We will also ask you about your experience, and technical knowledge of client-side JavaScript and/or server-side JavaScript (Node.js), as well as serverless architecture, in particular Google Cloud and Firebase, and/or Single Page Applications, such as Vue.js or React.

You can find out more about the Civil Service s recruitment framework here: https://www.gov.uk/government/publications/success-profiles

Applicants invited for interview will also undertake a short technical test either in advance or on the day of the interview. Further details will be provided if you are invited to interview.

## Reserve List

As well as appointing one candidate we may place other candidates on a reserve list for future vacancies for up to 12 months.

## Office Attendance

JAC staff are currently working in a hybrid way with a minimum of 2 days per week in the office in line with Government Policy. Applicants for this role should note that they may be required to attend the office or a JAC interview more regularly on occasion, in line with business need.

Applicants are welcome to contact the hiring manager, or JAC recruitment team, if they have any questions about how the team manages this hybrid way of working.

## Person specification

Please refer to Job Description

## Behaviours

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

 Changing and Improving

 Managing a Quality Service

 Making Effective Decisions

 Delivering at Pace

## Technical skills

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

 Experience and technical knowledge of using client-side JavaScript (in modern web browsers) and/or server-side JavaScript (Node.js).

 Experience and technical knowledge of working with serverless architecture, in particular Google Cloud and Firebase, and/or Single Page Applications, such as Vue.js or React

# Benefits

Alongside your salary of £38,661, Ministry of Justice contributes £11,200 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

 Access to learning and development

 A working environment that supports a range of flexible working options to enhance your work life balance

 A working culture which encourages inclusion and diversity

A Civil Service pension with an employer contribution of 28.97%

Annual Leave

Public Holidays

Season Ticket Advance

For more information about the recruitment process, benefits and allowances and answers to general queries, please click the below link which will direct you to our Candidate Information Page.

Link: https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

# 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.

https://justicejobs.tal.net/vx/candidate/cms/About%20the%20MOJ

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 :                         SSCL Recruitment Enquiries Team

Email :                        Moj-recruitment-vetting-enquiries@gov.sscl.com

Telephone :                    0845 241 5359

Recruitment team

Email :                        Moj-recruitment-vetting-enquiries@gov.sscl.com

## Further information

Appointment to the Civil Service is governed by the Civil Service Commission s Recruitment Principles. I you feel a department has breached the requirement of the Recruitment Principles and would like to raise this, please contact SSCL (Moj-recruitment-vetting-enquiries@gov.sscl.com) in the first instance. If the role has been advertised externally (outside of the Civil Service) and you are not satisfied with the response, you may bring your complaint to the Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: http://civilservicecommission.independent.gov.uk/civil-service-recruitment/complaints/

https://jobs.justice.gov.uk/careers/JobDetail/1777?entityId=1777