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# C# .NET Software Developer (up to £55,806)

Department for Education

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



Department  
for Education

## Reference number

451098

## Salary

£42,806

This post is eligible for a Digital, Data and Technology (DDT) capability based pay (CBP) allowance.

This is a discretionary non-consolidated, non-pensionable allowance which, if awarded, is attached to the post. The value of the allowance is based on the outcome of a capability assessment and is reviewed annually. Allowance values range up to £13,000, with the highest values reserved for candidates whose capability is above the expected level for all of the skills.

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Senior Executive Officer

**Contract type**

Permanent

**Business area**

DFE - Operations and Infrastructure Group

**Type of role**

Architecture and Data

Digital

Information Technology

**Working pattern**

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

**Number of jobs available**

4

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# Location

Coventry, West Midlands (England), CV1 2WT

## About the job

### Job summary

These are exciting times at the Department for Education. In 2026 we'll continue to build more user-centred digital services for all our users, children, adults, and those in social care.

As a software developer, you'll be part of a team responsible for developing and supporting scalable, secure, and high-quality user-centric digital services. You will assist senior team members in the design of the services. And you will work closely with colleagues within multidisciplinary agile teams, that focus on delivering work iteratively and at pace.

You will innovate to radically transform how public services are delivered and improved.

If you are successful, you could be working in:

Submit Learner Data: This service supports the collection of learner, staff and funding data from FE and Skills providers, calculates funding and provides data downstream for the funding, payments and MI purposes.

The Learning Records Service: this service supports enrolment and funding eligibility checks in the further education sector by providing the Unique Learner Number and the Personal Learning Record (PLR). It collects data from Awarding Organisations to support the PLR and provides data for publications such as the school performance tables.

### Job description

As a Software Developer, you will:

Work within a multi-disciplinary team to deliver user-focused services in an agile environment.

Develop in the C# .NET technology stack to agreed standards.

Build automated tests to support our continuous deployment processes.

Work to modern development standards, practices and techniques.

Work with the development community to ensure we build sustainable digital products.

Advocate user-centric, agile approaches which focus on rapid, effective delivery of high-quality digital services.

Transform government into a modern, agile development centre by embedding practices such as test-driven development, continuous integration & delivery.

Provide support for services where software development involvement is required.

Support sharing of methods and technologies across teams, government, and the industry by helping to organise events.

Help build and maintain a diverse, inclusive culture across the development community

## **Person specification**

### **Essential Criteria**

We'll assess you against the following essential criteria.

Demonstrable experience of software development using C# .NET along with SQL, HTML, CSS and JavaScript.

Experience working with technical teams to deliver user-focused services in an agile environment.

Experience of good practices such as Test-Driven Development, CI/CD, and DevOps as well as modern development workflows, ideally using GitHub.

Experience of good software design concepts such as OOD, SOLID and design patterns.

Experience of RESTful API design and loosely coupled architectures.

Experience of web application security.

## **Behaviours**

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

Working Together

## **Benefits**

Alongside your salary of £42,806, Department for Education contributes £12,400 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Applicants currently holding a permanent post in the Civil Service should note that, if successful, their salary on appointment would be determined by the Department's transfer / promotion policies.

As a member of the DfE, you will be entitled to join the highly competitive Civil Service Pension Scheme, which many experts agree is one of the most generous in the UK.

You will have 25 days leave, increasing by 1 day every year to a maximum of 30 days after five years' service. In addition, all staff receive the King's Birthday privilege holiday and 8 days' bank and public holidays.

We offer flexible working arrangements, such as job sharing, term-time working, flexi-time and compressed hours.

Most DfE employees will be working a hybrid pattern, spending at least 60% of their time in an office or work setting. Changes to these working arrangements are available in exceptional circumstances but must be agreed with the line manager and in line with the requirements of the role.

Travel to your primary office location will not be paid for by DfE, but costs for travel to an office which is not your main location will be covered.

As an organisation, which exists to support education and lifelong learning, we offer our staff excellent professional development opportunities.

# 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

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours and Experience.

### Stage 1: Civil Service Numerical Test (CSNT)

When you have completed your personal information, you will be asked to complete the CSNT. You must achieve the minimum pass mark to progress to the next stage. Achieving the minimum pass mark does not guarantee progression to Stage 4, the written application.

### Stage 2: Civil Service Verbal Test (CSVN)

When you have completed the CSNT, you will be asked to complete the CSVN. You must achieve the minimum pass mark to progress to the next stage. Achieving the minimum pass mark does not guarantee progression to Stage 4, the written application.

### Stage 3: Test score evaluation

At this stage, candidates who score **below the 36th percentile in the verbal test** and **below the 38th percentile in the numerical test** will be withdrawn from the process. The only exceptions are candidates applying under the **DC S, RIS, and VET** schemes.

## **Stage 4 - Written Application**

At application you will be asked to provide your CV and a statement of suitability. Both should be anonymised (all personal information removed, such as your name, date of birth, gender, contact information, nationality etc).

**Your CV** should include details of previous roles held and responsibilities / previous skills and experience.

**Your statement of suitability** (maximum 1,250 words) should demonstrate how you meet the essential criteria listed in the person specification section above.

Your CV and statement will be assessed together against the listed essential criteria.

You will also be asked to provide a 250 word statement demonstrating how you meet the advertised behaviour of **working together**.

We will sift using your CV, Statement and behaviour example.

## **Stage 5 - Interview:**

Longlisted candidates will be invited to attend an interview typically involving a commitment of up to 1 hour. The interview will consist of a series of questions to assess against the essential criteria for the role and the advertised behaviour.

Interviews will be on MS teams, which may be remote or from a DfE office - we will confirm which when you are invited to an interview.

## **Feedback**

Feedback will only be provided if you attend an interview.

## **Timing**

We expect to sift in week commencing 23 March 2026.

Interviews will likely take place in the week commencing 13 April 2026.

Once a provisional offer has been made, you will be invited to participate in a capability assessment to determine the value of the CBP allowance we can offer you. The assessment compares your skills against the advertised role described in DfE's local Software Development Capability Framework, which is based on the [Government Digital and Data Profession Capability Framework](#).

Subject to your availability, we will aim to conduct the capability assessment and confirm the allowance offer to you within a week of the provisional offer being made.

This is a discretionary non-consolidated, non-pensionable allowance which, if awarded, is attached to the post. The value of the allowance is based on the outcome of a capability assessment and is reviewed annually. Allowance values range up to £13,000, with the highest values reserved for candidates whose capability is above the expected level for all of the skills.

## **Important Information**

If you fail to complete the tests before the deadline, your application will be withdrawn. Guidance will be available when you are invited to take the test. The tests are untimed, administered via Civil Service Jobs, and applicant guidance is available during the test and online on GOV.UK [Online Tests guidance](#).

Applicants must complete the test on their own, without help, and Departments reserve the right to retest applicants under supervised conditions at later stages of the selection process. Doing this can provide reassurance to recruiters who are concerned about the authenticity of one or more test results.

Please ensure you allow yourself sufficient time to complete both assessments and submit your application before the advertised deadline.

Practice tests are available for all applicants:

[Civil Service Verbal Test Practice Test](#)

[Civil Service Numerical Practice Test](#)

## **Reasonable adjustments & test accessibility:**

See our [reasonable adjustments guide for candidates \(online tests\)](#), or some example [case studies](#), to act as a guide. You can use these to help you decide whether to ask for help or take the test without help.

More information about online tests can be found here: [Preparing for the Civil Service Verbal and Numerical tests - GOV.UK](#)

## **Other Information**

Interviews may be via Microsoft teams or face to face; the vacancy manager will confirm prior to the interview.

In your application, please don't include personal information that identifies you.

This means we can recruit based on your knowledge and skills, and not background, gender or ethnicity - it's called [name blind recruitment \(opens in a new window\)](#).

Please ensure that you remove from your application, all references to your:

name/title

educational institutions

age

gender

email address

postal address

phone number

nationality/immigration status

We reserve the right to raise the minimum pass mark in the event of a high volume or strong field of candidates.

Please be aware that this role can only be worked in the UK from the location options provided and not from overseas.

The government is committed to supporting apprenticeships, enabling people to learn and progress in a role whilst earning. We want to monitor the number of people who have completed apprenticeships who are now applying to progress further in their career and are asking this question to all candidates, on all vacancies. You will be asked a question as part of the application process about any previous apprenticeships you have completed. Your response to this question will not affect your application and it is not a requirement of the role to have completed a previous apprenticeship.

If successful and transferring from another Government Department a criminal record check maybe carried out.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf. However, we recognise in exceptional circumstance some candidates will want to send their completed forms direct. If you will be doing this, please advise Department of Education of your intention by emailing [Pre-Employment.Checks.DFE@education.gov.uk](mailto:Pre-Employment.Checks.DFE@education.gov.uk) stating the job reference number in the subject heading.

Department for Education do not cover the cost of travel to your interview/assessment unless otherwise stated.

A reserve list may be held for a period of 6 months from which further appointments can be made.

Candidates will be posted in merit order based upon location preference. Where more than one location is advertised you will be asked to state your preferred location.

New entrants are expected to join on the minimum of the pay band.

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.

## **Terms and conditions of candidates transferring from ALBs and NDPBs**

Bodies that are not accredited by the Civil Service Commission and are not able to advertise at Across Government on Civil Service jobs will be treated as external new starters and will come into DfE on modernised terms and conditions with a salary at the band minimum.

Bodies that are accredited by the Civil Service Commission but do not have civil service status will be offered modernised terms and will not have continuous service recognised for leave or sickness benefits. Salaries should be offered at band minimum, but there is some flexibility where this would cause a detriment to the individual.

Bodies that are accredited by the Civil Service Commission and do have Civil Service status will be treated as OGD transfers. Staff appointed on lateral transfer will move on to pre-modernised DfE terms (unless they were on modernised terms in their previous organisation). Staff appointed on promotion will move on to modernised DfE terms. Staff will transfer over on their existing salary (on lateral transfer) and any pay above the DfE pay band maximum will be paid as a mark time allowance. Staff moving on promotion will have their salaries calculated using the principles set out in the attached OGD transfer supplementary information.

### **Reasonable adjustment**

If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes. If you need a change to be made so that you can make your application, you should:

Contact Department of Education  
via [centralrecruitment.operations@education.gov.uk](mailto:centralrecruitment.operations@education.gov.uk) soon as possible before the closing date to discuss your needs.

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

Please refer to the attached Reasonable Adjustments Guide 05\_2025 accessible version at the bottom of the advert, for further information.

## **Childcare Vouchers**

Any move to Department for Education (DfE) will mean you will no longer be able to carry on claiming 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/>

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.

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 : DDT Capability Based Pay team

Email : pay-capability.ddat@education.gov.uk

Recruitment team

Email : Centralrecruitment.operations@education.gov.uk

## **Further information**

The Department for Education's recruitment processes are underpinned by the Civil Service Commissioners Recruitment Principles, which outlines that selection for appointment is made on merit based on fair and open competition. You have the right to complain if you feel a department has breached the requirement of the Recruitment Principles. In the first instance, you should raise the matter directly with the department concerned via CentralRecruitment.Operations@education.gov.uk. If 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](#)

