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# Data Engineer

Home Office

**Apply before 11:55 pm on Tuesday 17th February 2026**



Home Office

**Reference number**

446162

**Salary**

£38,419 - £45,517

National pay locations: Liverpool, Salford, Sheffield, £38,419 - £41,109

London pay locations: Croydon £42,539 - £45,517

This post is eligible for a DDaT Recruitment and Retention Allowance (RRA) up to £4,000.

**Job grade**

Higher Executive Officer

**Contract type**

Permanent

**Business area**

HO - STARS

**Type of role**

Architecture and Data

**Working pattern**

Full-time, Part-time, Compressed hours

**Number of jobs available**

3

## Contents

[Location](#)

[About the job](#)

## Benefits

## Things you need to know

## Apply and further information

## Location

Croydon, Liverpool, Salford, Sheffield

## About the job

### **Job summary**

The Home Office works to build a safe, fair and prosperous UK. We achieve this through our work on counter-terrorism, policing, crime, drugs policy, immigration and passports.

The Science, Technology, Research and Analysis (STAR) Group sits at the heart of the Home Office. The group ensures the best evidence and analysis are used to address the strategic issues facing the department. We also provide the science, technology, data, and international insights and collaboration capabilities to drive delivery.

Part of the Home Office Analysis & Insight directorate, the Performance Reporting & Analysis Unit (PRAU) provides reporting and analysis of performance for the Migration & Borders Mission and associated operational Capabilities. We support Ministers, the Executive Committee, Policy and Operational leads and other analytical functions with the management information (MI) that they need, as well as producing data for publication and other forms of external release. The Unit also provides advice and support to others in the Department on how to make best use of performance information and is leading on the transformation of MI systems and capabilities.

Data Engineers deliver on the data analytics vision for the organisation as set by the Principal Data Engineer. You will focus on the design and implementation of numerous data flows to connect operational systems, data for analytics and BI systems.

As a Data Engineer, you will identify and deliver new data sources and develop ETL processes. You will also collaborate with the Data Acquisition, Analytics and Infrastructure teams to deliver the data strategy through the design and implementation of technology systems.

## **Job description**

You will support Senior Data Engineers in analysing problems and data analysis issues, looking for underlying causes and assisting in developing solutions. You will also be responsible for delivering data solutions in accordance with agreed organisational standards that ensure services are resilient, scalable and future-proof.

You will work closely with the Data Services Science community, who will set the scope of your data engineering work through their research of user and business needs and by their designing data pipelines through writing user stories.

## **Key Responsibilities**

Designing, building and testing data products based on feeds from multiple systems using a range of different storage technologies and/or access methods.

Applying the concepts and principles of data modelling to produce, maintain and update relevant data models for specific business needs, including reverse engineering data models from a live system.

Undertaking data profiling and source system analysis and presenting clear insights to colleagues to support the end use of the data.

Supporting the development of requirements from full development, test and through to deployment life-cycles, while maintaining the schedule of work.

Supporting with the development of methods to monitor and improve data quality in source systems using feedback from the Analytics team.

Undertaking changes to existing routines following change control procedures and then liaising with team members and other teams to communicate delivery and impact of change.

Working with data privacy and information security staff to assure that security and privacy requirements are identified and addressed in your solutions.

Working closely with the Data Engineering community to promote challenge from, collaborate with, and ensure an agile approach to working is being adopted.

## **Working Pattern**

This role is available on a full-time basis with the option of compressed hours working. This role is also suitable for part-time working hours, with a minimum requirement to work 4 days per week due to business requirements.

## **Travel**

Occasional travel to other listed hub locations on an approximately quarterly basis. Travel costs incurred for business need, will be reimbursed in line with Home Office travel policy.

## **Person specification**

### **Essential Criteria**

You will have a demonstrable passion for Data, with the following skills or some experience in:

- IT programming.

- Using tools such as industry standard ETL tools, network databases and scheduling and orchestration tools.

- Effectively managing and communicating with a variety of stakeholders by translating technical concepts into non-technical language and vice versa.

- Managing the development and delivery of technical products.

- Understanding Cloud Data technologies, solutions and future Cloud Data Strategies.

Applying data development / engineering techniques both in theory and practice or a strong aptitude to learn.

## **Desirable Criteria**

Ideally, you will also have the following skills or some experience in:

Using modern / open-source programming languages and tools including to deliver data development/engineering products.

Experience with T-SQL based development and/or Big Data tooling.

## **Qualifications**

A numerate degree or equivalent experience.

## **Behaviours**

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

Changing and Improving

Communicating and Influencing

## **Technical skills**

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

Development and Implementation: Data Modelling and Design DTAN  
Level 3

Development and Implementation: Database design DBDS Level 2

Development and Implementation: Data Engineering DENG Level 3

Strategy and Architecture - Business Strategy and Planning: Innovation  
INOV Level 2

Technical Strategy and Planning: Data Management DATM Level 2

Technical Strategy and Planning: Methods and Tools METL Level 2

# Benefits

In addition to your salary, a career with the Home Office offers a range of benefits, including:

A Civil Service pension with an employer contribution of 28.97%.

In-year reward scheme for one-off or sustained exceptional personal or team achievements.

25 days annual leave on appointment, rising with service to 30 days.

Eight days of public holidays, plus one additional privilege day.

Where business needs allow, some roles may be suitable for a combination of office and home-based working. This is a non-contractual arrangement where all employees will be expected to spend a minimum of 60% of their working time in an office.

This post is eligible for a Recruitment and Retention Allowance (RRA). Successful candidates with exceptional skills and experience may apply for a RRA. This allowance can be applied for once in post. Please note that the amount of RRA could be reduced or withdrawn at any time.

See more of our benefits [on our careers website](#).

[Sign-up on our website](#) to receive emails with information about careers at the Home Office.

## 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, Ability, Experience and Technical skills.

This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

We will endeavour to conduct the selection process in line with the dates indicated below, but cannot guarantee that these will not, where necessary, be revised.

As part of the application process, you will first be asked to confirm your eligibility by providing some basic personal information.

After submission of this first stage, you will be invited to complete the following Civil Service Numerical test.

### **1. Online Test by Tuesday 17th February 2026.**

If you successfully pass the **Civil Service Numerical** test, you will be invited to complete the full application form. Please complete the online test(s) as soon as possible (within 24-48 hours is recommended). If you fail to complete the online test(s) or full application before the deadline, your application will be withdrawn.

Guidance for the Civil Service test(s) will be available when you are invited to take the test(s). The online tests are accessed via the Civil Service Jobs website.

You cannot complete the tests on a mobile phone or tablet.

Following successful completion of your test/s, you will then be asked to complete the full application form.

### **2. Application by Tuesday 17th February 2026.**

As part of the application process, you will be asked to complete:

Personal Statement (maximum 500 words).



Evidence of the Lead Behaviour - 'Changing and Improving' (maximum of 250 words).

Evidence of the Behaviour 'Communicating and Influencing' (maximum of 250 words).

The Personal Statement should be aligned to and demonstrate how you meet the skills and experience set out in the essential criteria, detailed in the job description.

For guidance and information on how to construct your application (CV, Personal Statement and Behaviours), you are encouraged to visit [Civil Service Careers](#) website.

### **3. Sift week commencing Monday 23rd February 2026.**

The sift will be held on the Personal Statement, Lead Behaviour 'Changing and Improving' and Behaviour 'Communicating and Influencing' (as listed in the advert).

Should a high volume of applications be received, an initial sift will be conducted on the Lead Behaviour 'Changing and Improving'. Candidates who pass the initial sift will then be progressed to a full sift that will consist of the Personal Statement and behaviour 'Communicating and Influencing'. Candidates who fail to meet the minimum pass score for the initial sift will not have their remaining submitted elements scored and will only receive a sift score for that assessed at the initial sift.

### **4. Interview week commencing Monday 16th March 2026.**

If you are successful at sift stage, you will be invited to an interview that will be Behaviours and Technical skills (SFIA 8 Framework - SFIA 8 English) based questions (as listed on the advert).

In addition, candidates will be asked to prepare a presentation that will be delivered at interview. The presentation question/scenario will be disclosed closer to the interviews.

The presentation will be assessed against the Technical Skills as listed in the job advertisement.

Interviews will be carried out via Teams. Candidates will be required to have access to:

A laptop (personal or work) with a working webcam

Good internet connection

Microsoft Teams

For guidance and information on what to expect and how to prepare for an interview, you are encouraged to visit [Civil Service Careers](#).

### **Problems during the application process**

If you experience problems accessing this advert, or you think you've made a mistake on an initial application, please contact [hocandidates.grs@cabinetoffice.gov.uk](mailto:hocandidates.grs@cabinetoffice.gov.uk), including the vacancy reference, at least two working days before the vacancy closes. Further information can be found [on our website](#).

Do not create or attempt to submit another application, online test or use a different Civil Service Jobs account to proceed as this would be in violation of the candidate declaration.

### **Location Preference**

You can select up to three locations in order of preference. Please ensure that these are locations you are prepared to travel to. If you are offered a role at one of your preferred location(s) and you decline, your application will be withdrawn.

### **Reserve List**

A reserve list may be held for a period of up to 12 months from which further appointments may be made. There is no guarantee that being held on a reserve list will lead to a job offer. Further information can be found [on our website](#).

Reserve lists will be held for each location. Candidates will be appointed in merit order by location.

## **Standards**

All Civil Servants are expected to comply with the Civil Service Code, and its core values of integrity, honesty, objectivity and impartiality.

## **Additional Security Checks**

As well as successfully obtaining UK Security Vetting clearance, candidates will be subject to a range of additional checks. The range of checks carried out will depend on whether you are a current Home Office employee, existing civil servant or an external new entrant as well as the role requirements. The level of Criminal Record Check required for this role is Basic. Further details are included in the Notes to Candidates.

## **Reasonable Adjustments**

If a person with disabilities is 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 Government Recruitment Service via [HOrecruitment.grs@cabinetoffice.gov.uk](mailto:HOrecruitment.grs@cabinetoffice.gov.uk) as 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

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

The level of Disclosure and Barring Service check required for this role is basic. We will submit your Criminal Record Check to the Disclosure and Barring Service. We know that in exceptional circumstances some candidates will want to send their completed forms directly. If you prefer to

do that, email [Pre-EmploymentChecks.grs@cabinetoffice.gov.uk](mailto:Pre-EmploymentChecks.grs@cabinetoffice.gov.uk) with the job reference in the subject line. Read further information on our website.

## **Feedback**

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 [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 : Home Office Resourcing Centre

Email : horccampaignteamcorporateenablers@homeoffice.gov.uk

Recruitment team

Email : HOrecruitment.grs@cabinetoffice.gov.uk

### **Further information**

If you feel that your application has not been treated in accordance with the Civil Service recruitment principles and you wish to make a complaint, then contact the Government Recruitment Service via HOrecruitment.grs@cabinetoffice.gov.uk. If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission.

