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Software Developer Apprenticeship - Level 4

Met Office

Apply before 11:55 pm on Sunday 8th March 2026



Reference number

448496

Salary

£24,310

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Other

Contract type

Temporary

Length of employment

19 months

Type of role

Education and Training

Working pattern

Full-time

Number of jobs available

3

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Location

Exeter, South West England, EX1 3PB

About the job

Job summary

The Met Office is delighted to open our advertising for Apprenticeships 2026.

This is an exciting opportunity to join the Met Office as an Apprentice Software Developer for up to 19 months commencing at the start of September 2026. You will develop skills and workplace experience in this occupation which may lead to a permanent position on successful completion of your apprenticeship or the knowledge to gain employment within the wider industry.

As our Apprentice Software Developer, the job may be suitable for hybrid working, which is where an employee works part of the week in the office and part of the week from home. This is a voluntary, non-contractual arrangement and the location advertised will be your contractual place of work. As apprentices are part of our Early Careers Programme, there is the expectation you attend the office once a week as a minimum in addition to your study day.

Our opportunity is full time, 37 hours per week. Our people are at the heart of what we do, and we'll do our best to agree a working pattern that works for everyone.

World changing work

From science to technology, from meteorology to management, and from planning to communication, our expertise helps us stand out as the authority on weather accuracy and climate prediction. We help individuals, industries and government to make better decisions to stay safe and thrive. This is the Met Office. This is who we are.

We're a force for good - focusing on our environmental and social impact

We're experts by nature - always learning and developing to do things better

We live and breathe it - putting our purpose at the heart of decision-making

We're better together - understanding partnerships and inclusivity make us greater

We keep evolving - pushing boundaries to make tomorrow better for our customers

Job description

Your world of expertise

This apprenticeship can offer you the support, training and industry recognised qualifications to get you on the path to a career in Software Development.

There are three technology areas that apply to this application. You may be assigned to any of them:

Space Weather

Space Weather is an exciting and growing area within the Met Office, forecasting the effects on Solar events on the earth's infrastructure and communications.

As an Apprentice Software Developer in the Space Weather team you will work with other developers building and implementing technical solutions that provide critical Space Weather services to Met Office customers.

You will help create the forecaster visualisation tools (Nebula) used by our expert forecasters in the Met Office Space Weather Operations Centre (MOSWOC) as well as working on the productionisation of scientific Space Weather models produced by our Scientists, partner organisations and universities.

Production and Data

Production and Data enables online digital access to Met Office data through services available to anyone, to drive socio-economic benefit and reach.

As an Apprentice Software Developer in Production and Data you will work in a development team to collaborate with trusted Met Office partners and help get our data to a wide variety of customers through third-party channels.

You will be undertaking a range of development activities that support the objectives of the team and wider area.

Consumer Digital

The Consumer Digital Platform (CDP) team, known as the Atlas Squad, sits at the heart of the Met Office's Consumer Digital Tribe, powering the data behind the Public Website and App. We design, build, and operate the Consumer Digital Platform – the shared data backbone that serves the Met Office mobile apps and website, ensuring millions of users can access trusted weather information when it matters most.

Our platform is built to operate at national scale, handling vast volumes of traffic and supporting consumer services during peak weather events. We provide a single, consistent API layer that supplies data to both app and web products, removing duplication, simplifying integration, and ensuring consistency across channels.

Working cloud-first in AWS, we transform data from across the Met Office into resilient, high-performance, and cost-efficient services, balancing speed, reliability, and value for money.

Training delivery and support

We would look for you to join us in September 2026 with your apprenticeship training beginning in October.

You will be managed by a line manager and have a mentor to offer further support. You will have on the job training and in house development opportunities during your apprenticeship.

You will have 1 day per week dedicated to your 20% off the job training with the training provider, BPP. They will deliver the off the job training in an online style. You will have a tutor(s) delivering learning sessions, with an initial 3-week online boot camp, followed by group webinar-based sessions for each module and 1-2-1 tutor sessions for example on a regular basis. You will also

have regular review meetings with your tutor and line manager every 3 months.

As well as the taught content, there will be a large amount of self-study, regular assignments and an end-point assessment period. You must be committed to your own development and training as this element forms a significant aspect of a modern apprenticeship.

Please note: Before applying, we recommend you consider if the delivery method suits your learner needs. We would also recommend you look at the information about the apprenticeship on the training providers website as well as researching the requirements of an apprenticeship to help you decide whether an apprenticeship is right for you.

Your key duties:

- Spend a substantial portion of time shadowing others

- Work with other developers to write code and tests

- Build your knowledge

- Follow a test-driven approach

- Write code that is automatically tested

Person specification

Essential Criteria, skills and experience:

1. A curious learner who is interested in information technology, has some programming experience and is eager to understand how software powers the Met Office and industry. (**Lead criteria**)
2. A logical thinker who enjoys solving problems and approaching challenges methodically.
3. Detail-orientated person who is comfortable working with structured tasks and accuracy.
4. A collaborative team player who thrives in group projects and communicates effectively
5. Is adaptable and resilient and ready to learn new tools and concepts in a fast paced environment

The panel may perform a preliminary sift of the lead criteria as indicated above.

Benefits

Alongside your salary of £24,310, Met Office contributes £7,042 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Why join us

Our work is life-changing, often life-saving and always life-enhancing. The Met Office is Great Place to Work UK certified. We are also featured on their Best Workplaces in Tech 2023 and 2024 lists, as well as their 54 Best Workplaces for Women 2023 list.

As our Apprentice Software Developer Level 4, your starting salary will be £24,310 and you will have the opportunity to progress to £25,740 over time.

Your total reward package is potentially worth up to £34,675 annually, which includes basic salary, potential corporate bonus and employer pension contributions.

We also offer:

- An outstanding Civil Service pension, with an average employer contribution of 28.97%

- Annual Leave starting at 27.5 days (plus Bank Holidays) rising to 32.5 days (plus Bank Holidays) after 5 years and option to buy or sell up to 5 days per year of annual leave

- Access to discounted shopping, inclusive of retail, leisure and lifestyle brands

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

Am I eligible to apply?

In addition to the criteria listed above, you must also be eligible to qualify for apprenticeship funding by meeting the following:

Not be enrolled on another funded apprenticeship or another funded further education or higher education programme at the time you start this apprenticeship.

Are applying for an apprenticeship that is unrelated to any qualifications you already hold at the same or higher level than this apprenticeship.

Are living in England at the time the apprenticeship commences

Please note: suitability and eligibility will also need to be verified by the training provider.

How to apply

If you share our values, we'd love to hear from you! Click apply to begin your application.

Please complete your career history (this could include voluntary or work experience roles) and provide evidence against each of the essential criteria in the supporting statement questionnaire. We recommend candidates use the CARL method (Context, Action, Result and Learning) for presenting

evidence of experience and skills. Please read the Early Careers Programmes Application Guidance at the bottom of this advert for more guidance.

Using AI in your application

We welcome applications that use AI tools for support in drafting or refining, as long as they accurately reflect your own skills and experience. All hiring decisions at the Met Office are made by people, not AI. For more details, visit [our approach to recruitment](#).

Closing date: 23:59 8th March 2026. Please note we often receive a high volume of applications, but we will contact everyone who applies once the closing date has passed.

Interviews will be completed by end of April 2026.

How we can help

If you have any questions or would like to discuss this opportunity further, please contact us at careers@metoffice.gov.uk.

If you're considering applying and need support to do so, please get in touch. You can request adjustments either within your application or by contacting us. Should you be offered an interview, please be aware there may be a selection exercise which could include a presentation, written test or a scenario-based activity. You can select in your application to be considered under the Disability Confident Scheme. To be invited to interview/assessment under this scheme, your application must meet the essential criteria for the role.

We understand that great minds don't always think alike and as an equal opportunities employer we welcome applications from those with all protected characteristics. We recruit on merit, fairness, and open competition in line with the Civil Service Code.

We can only accept applications from those eligible to live and work in the UK - please refer to GOV.UK for information. We require Security clearance, for which you need to have resided in the UK for at least 3 of the last 5 years to be eligible, 2 of these years must be immediately preceding the point of your

application. You will need to achieve full security clearance within your first 6 months with us.

If you feel that your application has not been treated in accordance with the Recruitment Principles, and wish to make a complaint, then in the first instance you should contact us at: careers@metoffice.gov.uk If you are not satisfied with the response that you receive, then you can contact the Civil Service Commission at: info@csc.gov.uk

[ApplicationTips_EarlyCareers2025.pdf](#)

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.

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

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 : Resourcing Team

Email : careers@metoffice.gov.uk

Recruitment team

Email : careers@metoffice.gov.uk

