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Senior Software Developer (Ref: 14899)

Ministry of Justice

Apply before 11:55 pm on Sunday 1st March 2026

Ministry of
JUSTICE

Reference number

449682

Salary

£58,511 - £70,725

The national salary range is £58,511 - £65,329, London salary range is £63,343 - £70,725 . Your salary will be dependent on your base location

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Grade 7

Grade 7

Contract type

Permanent

Type of role

Digital

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

6

Contents

Location

East Midlands (England), East of England, London (region), North East England, North West England, Scotland, South East England, South West England, Wales, West Midlands (England), Yorkshire and the Humber

About the job

Job summary

This position is based nationally.

Job description

Senior Software Developer

Location: National*

Closing Date: 1st March 2026

Interviews: w/c 16th March 2026

Grade: Grade 7

(MoJ candidates who are on a specialist grade, will be able to retain this grade on lateral transfer)

Salary: London: £63,343   £73,875 (which may include an allowance up to £10,532)

National: £58,511   £69,150 (which may include an allowance up to £10,639)

Working Pattern: Full-time/Part-time/Flexible working

Contract Type: Permanent

Vacancy number: 14899

*We offer a hybrid working model, allowing for a balance between remote work and time spent in your local office. Office locations can be found ON THIS MAP

The Role

We re recruiting for **Senior Software Developers** here at Justice Digital, to be part of our warm and collaborative **LAA (Legal Aid Agency) and Probation Digital** teams.

This role aligns against Senior Software Developer from the Government Digital and Data Framework

About Us: At Justice Digital, we're dedicated to leveraging technology to drive impactful change across the justice system. As a Senior Software Developer, you'll play a pivotal role in enhancing access to justice and improving outcomes for offenders through innovative digital solutions.

Responsibilities: You ll collaborate closely with fellow developers on our diverse tech stack and embrace opportunities to learn new technologies and systems. We tailor team assignments to align with your skills, interests, and career aspirations. For instance:

Enhancing access to justice by developing a service to apply for legal aid in the Legal Aid Agency

Supporting victims of crime to apply for compensation in a trauma-informed way by bringing more of the process online in the Criminal Injuries Compensation Authority

Improving outcomes for offenders by building tools to manage rehabilitation services in our Probation team

Maintaining transparency of government by managing freedom of information requests and parliamentary questions in our Central team

Collaboration: You ll collaborate closely with user researchers, product managers, designers, delivery managers, technical architects, and content specialists who share our vision of leveraging technology to transform government services.

Our Tech Stack

Technologies: We use a diverse range of technologies, and we re seeking individuals who specialise in one or more and are eager to learn new languages and frameworks. Our tech stack includes:

Application Code: Java, Kotlin, Python, TypeScript

CI/CD: GitHub Actions

Monitoring: Sentry

Containerisation: Kubernetes, Docker

Cloud Infrastructure: AWS

Web Interfaces: GOV.UK and MoJ Design Systems

Front-End Development: We value a deep understanding of web technologies, emphasising semantic HTML, performant CSS, and JavaScript or TypeScript. Accessibility is a core consideration across all our services.

Learning and Support: Once part of our team, we'll support you in mastering our tech stack, regardless of your current experience. Explore our GitHub for insights into our technologies and the services we develop and maintain.

Our Community: Join over 400 experienced developers who form our vibrant engineering community across the MoJ. You ll have opportunities to mentor junior colleagues and participate in informal support networks with peers. We

encourage active engagement in shaping our engineering culture and community.

Career Development: We take pride in our supportive and effective line management. Your skills are highly valued, and we re committed to helping you expand them within the civil service. You'll have opportunities to move between teams or departments, explore new technologies, and take on increased responsibilities aligned with your career goals.

To help picture your life at MoJ Justice Digital please take a look at our blog and our Digital and Technology strategy 2025

Key Responsibilities:

As a Senior Software Developer, you will:

Technical

Securely design, build, and maintain APIs, services, and systems.

Contribute to and enhance existing codebases.

Improve the resilience and stability of software through best practices.

Apply methodologies to facilitate continuous delivery.

People

Develop and mentor team members through line management responsibilities, both formally and informally.

Support lead developers in cultivating high-performing teams.

Foster a diverse, inclusive culture within the development community, promoting awareness and inclusivity.

If this feels like an exciting challenge, something you are enthusiastic about, and want to join our team please read on and apply!

Benefits

37 hours per week and flexible working options including working from home, working part-time, job sharing, or working compressed hours.

A £1k per person learning budget is in place to support all our people, with access to best in class conferences and seminars, accreditation with professional bodies, fully funded vocational programmes and e-learning platforms

Staff have 10% time to dedicate to develop & grow

Generous civil service pension based on defined benefit scheme, with employer contributions of 28.97% from April 1st 2024 (Contribution Rates)

25 days leave (plus bank holidays) and 1 privilege day usually taken around the Kings   birthday. 5 additional days of leave once you have reached 5 years of service.

Compassionate maternity, adoption, and shared parental leave policies, with up to 26 weeks leave at full pay, 13 weeks with partial pay, and 13 weeks further leave. And maternity support/paternity leave at full pay for 2 weeks, too!

Wellbeing support including access to the Calm app.

Nurturing professional and interpersonal networks including those for Carers & Childcare, Gender Equality, PROUD and SPIRIT

Bike loans up to £2500 and secure bike parking (subject to availability and location)

Season ticket loans, childcare vouchers and eye-care vouchers.

5 days volunteering paid leave.

Some offices may have a subsidised onsite Gym.

Person Specification

Essential

- Demonstrate proven experience of delivering large and complex software solutions

- Demonstrate proven experience working in Java or Kotlin and be confident learning new languages

- Apply modern development and deployment techniques to your work, including continuous integration and continuous delivery

- Support a culture of software maintenance, clean code, coding standards and practices that make change and consistency easier

- Write automated tests to continuously validate your work

- Thrive when you work as part of a team that abides by the spirit of the manifesto of agile software development

- Enjoy sharing knowledge and working in a multi-disciplinary team

- Hold yourself and others to a high standard

- Solve problems in a systematic and innovative way

Willingness to be assessed against the requirements for **SC** clearance

We welcome the unique contribution diverse applicants bring and do not discriminate based on culture, ethnicity, race, nationality or national origin, age, sex, gender identity or expression, religion or belief, disability status, sexual orientation, educational or social background or any other factor.

Our values are Purpose, Humanity, Openness, and Together. Find out more here about how we celebrate diversity and an inclusive culture in our workplace.

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](#) and the [Civil Service D&I Strategy](#).

How to Apply

Candidates must submit **CV and Statement of Suitability (750 words max),** which describes how you meet the requirements set out in the Person Specification above.

Application Guidance

Please access the following link for guidance on how to apply and how to complete a Personal Statement

[Application Guidance](#)

In Justice Digital, we recruit using a combination of the **[Government Digital and Data Profession Capability](#)** and **[Success Profiles](#)** Frameworks. We will assess your Experience, Technical Skills and the following Behaviours during the assessment process:

- Communicating and influencing

- Working Together

- Developing Self and Others

- Making Effective Decisions

A diverse panel will review your application against the Person Specification above.

Successful candidates who meet the required standard will then be invited to a 90-minute panel interview held via video conference. The final 30 minutes

will consist of a technical test, where you will be asked to take part in a code review exercise. This will be discussed during the interview.

Should we receive a high volume of applications, a pre-sift based on Demonstrate proven experience working in Java or Kotlin and be confident learning new languages will be conducted before the sift. The panel will be conducting a sift on the following criteria from the Person Specification above:

   Demonstrate proven experience of delivering large and complex software solutions.

   Demonstrate proven experience working in Java or Kotlin and be confident learning new languages.

   Apply modern development and deployment techniques to your work, including continuous integration and continuous delivery.

   Enjoy sharing knowledge and working in a multi-disciplinary team.

Candidates who do not demonstrate examples/details of their experience of the requirements stated under the Person Specification above in their Cover Letter will be rejected on this basis.

Should you be unsuccessful in the role that you have applied for but demonstrate the capability for a role at a lower level, we reserve the right to discuss this opportunity with you and offer you the position without needing a further application.

A reserve list may be held for up to 12 months, from which further appointments may be made.

Use of 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 for more information on appropriate and inappropriate use.

Terms & Conditions

Please review our Terms and Conditions which set out how we recruit and provide further information related to the role and salary arrangements.

If you have any questions, please feel free to contact digitalanddatarecruitment@justice.gov.uk

Person specification

Please refer to attached Job Description

Benefits

Alongside your salary of £58,511, Ministry of Justice contributes £16,950 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

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

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Application Guidance

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Working Together

Developing Self and Others

Making Effective Decisions

A diverse panel will review your application against the Person Specification above.

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Demonstrate proven experience working in Java or Kotlin and be confident learning new languages.

Apply modern development and deployment techniques to your work, including continuous integration and continuous delivery.

Enjoy sharing knowledge and working in a multi-disciplinary team.

Candidates who do not demonstrate examples/details of their experience of the requirements stated under the Person Specification above in their Cover Letter will be rejected on this basis.

Should you be unsuccessful in the role that you have applied for but demonstrate the capability for a role at a lower level, we reserve the right to discuss this opportunity with you and offer you the position without needing a further application.

A reserve list may be held for up to 12 months, from which further appointments may be made.

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.

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

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@resourcing.soprasteria.co.uk
Telephone :	0345 241 5359
Recruitment team	
Email :	moj-recruitment-vetting-enquiries@resourcing.soprasteria.co.uk

Further information

Appointment to the Civil Service is governed by the Civil Service Commission s Recruitment Principles. If 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://www.jobtrain.co.uk/justicedigital/Job/JobDetail?JobId=985