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Opportunity for an Engineer with an interest in Software Certification/Cyber

Ministry of Defence

Apply before 11:55 pm on Thursday 26th February 2026



Reference number

448955

Salary

£46,040

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer
C1

Contract type

Permanent

Business area

MOD - Head Office & Corporate Services - Defence Safety Authority -
Military Aviation Authority

Type of role

Analytical

Audit

Digital

Engineering

Health and Safety

Other

Working pattern

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

Number of jobs available

1

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Location

Filton, South West England, BS34 8QW

About the job

Job summary

In the context of this role Programmable Elements is defined as systems containing safety related software, airborne electronic hardware, multicore processors and cyber security for airworthiness.

This role presents an exciting opportunity to join the Military Aviation Authority (MAA) as a subject area lead for Programmable Elements within the Certification Division. The division is responsible for developing regulations and certifying all new military air systems, as well as major changes to type designs, in accordance with established regulations. Our diverse portfolio spans fast jets, helicopters, large aircraft, uncrewed/remotely piloted air systems (UAS/RPAS) and Air Traffic Equipment.

In this role, you will lead certification projects that often involve cutting-edge technology, ensuring air systems are developed to recognised standards. Comprehensive training will be provided to equip you with the skills and knowledge required to fulfil your responsibilities effectively. You will also be granted the authority and flexibility needed to achieve your objectives, while remaining accountable to the Head of Branch for delivery.

We are committed to supporting your personal and professional development, offering excellent growth opportunities. Additionally, we have a vibrant social and entertainment programme throughout the year, fostering a dynamic and engaging work environment.

This position is advertised at 37 hours per week.

Job description

The Programmable Elements role is a unique position that differs significantly from traditional IT roles. It is ideally suited to an aerospace engineer (though

other engineering disciplines will be considered) with some prior experience or knowledge of Programmable Elements, looking to transition into cyber/software certification. Alternatively, it may appeal to a Computer Science, Software, or Cyber professional seeking a career change into the aviation certification domain.

To clarify, this role does not involve:

- Software development, testing, or code verification
- Network security or network configuration design
- Server management
- Vulnerability scanning
- Managing IT security alerts, incidents, or assessments
- Computer repairs, software/security updates
- Penetration testing
- Any other typical IT-related tasks

What the Programmable Elements Certification role does involve:

The role focuses on the technical analysis of aircraft systems by reviewing certification artefacts (primarily reports) to ensure that the software, complex electronic hardware and cyber properties of these systems do not compromise aircraft safety.

The ideal candidate should possess a combination of technical and non-technical knowledge including (training will be provided as needed):

- Familiarity with Civil and MOD regulations, policies, and both civilian and military standards
- Understanding of software standards such as DO-178C/ED-12C (and associated supplements)
- Knowledge of airborne electronic hardware standards like DO-254/ED-80
- Awareness of cyber security standards, including DO-326A/ED-203A, DO-355A, and DO-356A
- A background in aviation technologies and systems
- Experience or knowledge of civil and military aircraft certification processes

An understanding of aircraft safety principles

Key responsibilities include:

Developing expertise in military aircraft certification, providing advice and guidance on Programmable Elements (PE) certification

Leading the development of PE certification policy and contributing to Defence Standard amendments

Engaging with the MMAC manual to understand and support certification processes

Training and Development:

Comprehensive training will be provided in primary certification standards, certification processes and the safety assessment of aircraft systems/safety management. While prior knowledge or experience in Programmable Elements and the air environment is desirable, it is not essential.

To become a fully qualified Subject Matter Expert (SME) within the MAA, depending on prior knowledge and experience, you may need 3 to 4 years of work experience, supplemented by further courses and training. This role offers a unique opportunity to develop expertise in a highly specialised and critical field.

How does the MAA fit into Defence?

As part of the Defence Safety Authority (DSA), the Military Aviation Authority (MAA) is the organisation responsible for regulating, overseeing, inspecting, and assuring Defence aviation activities. The MAA ensures the safe design and operation of military Air Systems and serves as the single authority for all aspects of Air Safety across Defence.

With full oversight of all Defence aviation activity, the MAA provides critical assurance to the Director General of the DSA (DG DSA) that appropriate safety standards are upheld while enabling the delivery of operational capability. Through independent audits and continuous surveillance, the MAA works to maintain and enhance safety standards.

The MAA is the military equivalent of the Civil Aviation Authority (CAA).

Person specification

You will be responsible for:

Providing certification assurance of aviation programmable elements in UK military registered Air Systems.

Providing advice to airworthiness process owners on aviation programmable elements issues relating to integrity management.

Working collaboratively with colleagues across the MAA to ensure coherent, effective, and appropriate delivery of assurance and related services.

Engaging in the development and review of MAA regulation and policy, influencing changes to ensure they remain fit-for-purpose and reflect advances in technology and design practices.

Supporting the overall outputs of the team, including those of the wider MAA, to improve the delivery of our services across Defence.

Line management of 1x C2/HEO civil servant and 1 x OF2/Ft Lt military team member.

Experience:

The ideal applicant should have an engineering background within the programmable elements, aircraft safety, or avionics subject. Prior Certification experience is desirable, though tailored training is available as required.

You should also be (or be able to become) professionally registered (to Incorporated Engineer status).

Qualifications

You should be (or be able to become) professionally registered (to Incorporated Engineer status).

Behaviours

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

Leadership

Communicating and Influencing

Making Effective Decisions

Technical skills

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

Airworthiness ACS001 Core Function (Practitioner)

Engineering Aerospace AEFC2.3 (Practitioner)

Benefits

Alongside your salary of £46,040, Ministry of Defence contributes £13,337 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

A [Civil Service pension](#) with an employer contribution of 28.97%

An environment with flexible working options

A culture encouraging inclusion and diversity

Learning and development tailored to your role.

Alternative working practices such as working from home.

25 days annual leave rising (1 day per year) to 30 days upon completion of 5 years service.

In addition to 8 public holidays per year you will also receive leave for HM The Queen's birthday

Minimum of 15 Days Special Leave in a rolling 12-month period to for volunteer military or emergency service reserve commitments

Special Paid Leave for volunteering up to 6 days per year.

Enhanced parental and adoption leave.

Employee Assistance Programme to support your wellbeing.

Please note:

The post does not offer relocation expenses.

External recruits who join the MOD who are new to the Civil Service will be subject to a six-month probation period.

Expenses incurred for travel to interviews will not be reimbursed.

Please be advised that the Department is conducting a review of all pay related allowances which could impact on those allowances that the post currently being advertised attracts.

Any move to MOD from another employer will mean you can no longer access 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/>.

The Ministry of Defence is committed to providing a safe and healthy working environment for its staff which includes educating them on the benefits of not smoking, protecting them from the harmful effects of second-hand smoke and supporting those who want to give up smoking. Under the Smoke-Free Working Environment policy, Smoking and the use of all tobacco products (including combustible and chewing tobacco products) will not be permitted anywhere in the Defence working environment however some exemptions are in place, please refer to local guidance. The policy is Whole Force and includes all Defence personnel, contractors, visitors and other non-MOD personnel. All applicants seeking, considering, or accepting employment with the Ministry of Defence should be aware of this policy and that it is already in place at a number of Defence Establishments.

MOD Recruitment Satisfaction Survey We may contact you regarding your experience to help us improve our customer satisfaction. The survey is voluntary and anonymous. You may however be given the opportunity to provide additional information to help us improve our service which includes the collection of some personal data as defined by the United Kingdom General Data Protection Regulation (UK GDPR). The [MOD Privacy Policy Notice](#) sets out how we will use your personal data and your rights

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, Experience and Technical skills.

Candidates will be required to submit a CV that details career history, qualifications, key achievements and skills.

Candidates will be required to provide a statement of suitability. (500 words)

At sift, you will be assessed against your CV and statement of suitability.

If successful at sift, candidates will be invited to an interview on a date to be agreed. The interview will be either virtual or on-site at MoD Abbey Wood North, Bristol.

At interview, you will be assessed against the following:

Behaviours:

Leadership

Communicating and Influencing

Making Effective Decisions

Technical Skills:

Airworthiness ACS001 Core Function (Practitioner)

Engineering Aerospace AEFC2.3 (Practitioner)

The Civil Service embraces diversity and promotes equality of opportunity. There is a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria. If you need to advise us that you need additional help or reasonable adjustments for the recruitment process, please contact: DBSCivPers-Resourcingteam3@mod.gov.uk.

As a result of the changes to the UK immigration rules which came in to effect on 1 January 2021, the Ministry of Defence will only offer sponsorship for a skilled worker visa under the points based system, where a role has been deemed to be business critical. This role does not meet that category and we will not sponsor a visa. It is therefore NOT open to applications from those who will require sponsorship under the points based system.

Should you apply for this role and be found to require sponsorship, your application will be rejected and any provisional offer of employment withdrawn.

The Ministry of Defence requires all candidates who are successful at interview to declare any outside interests. These declarations will be discussed with successful candidates following the interview process and before a formal offer of employment is made, as some outside interests may not be compatible with MOD civilian roles. This will not, in the majority of cases, prevent employment in MOD, but it is a measure that must be taken to ensure that appropriate mitigations can be put in place to manage any potential, perceived or actual conflicts of interest from the first day of employment.

The Ministry of Defence adopts a zero-tolerance approach to unacceptable behaviours, which includes bullying, harassment, sexual harassment, discrimination, and victimisation. You will not be eligible and will not be considered for this post if you have been dismissed from a role for such unacceptable behaviours within the last five years. This will also apply if you resign or otherwise leave a role but, because of an adverse decision, would have been dismissed for gross misconduct had you continued in that employment. Pre-employment checks will be carried out.

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

Open to UK nationals only.

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 : Jim Morris

Email : jim.morris426@mod.gov.uk

Recruitment team

Email : DBSCivPers-Resourcingteam3@mod.gov.uk

Further information

Please ensure you read the attached candidate information document prior to completing your application. If you are dissatisfied with the service you have received from DBS, or believe that DBS has failed to follow the recruitment process in line with the Civil Service Commission principles of selection for appointment on merit on the basis of Fair and Open competition, you can raise a formal complaint by writing to DBS at the following address: Defence Business Services, Scanning Hub, Room 6124, Tomlinson House, Norcross Lane, Blackpool, FY5 3WP. If after raising your complaint with DBS you remain dissatisfied you can complain directly to the Civil Service Commission at the following address: Civil Service commission, Room G/8, 1 Horse Guards Road, London, SW1A 2HQ Or by email: info@csc.gov.uk.

