

Job Title: Senior Developer
Salary: Up to £75,000
Contract type: Permanent
Grade: MoJ Band Ab
Number of open roles: 2
Location: London
Interview location: 10 South Colonnade, Canary Wharf, E14 4QQ
Closing date: 19/02/2020
Interviews: w/c 02/03/2020

Introduction

These are exciting times at MOJ Digital and Technology. We have a clear vision - to develop a digitally-enabled justice system that works more simply for users - and we're looking for talented people to help us achieve it. We're making things better by building adaptable, effective services and making systems that are simple to use for staff and citizens. It can be challenging but it's also important and rewarding.

As well as doing great work, we're creating a place that's great to do work in. We offer top kit, brilliant training opportunities and support from expert colleagues. On top of that, you'll find flexible working, an inclusive culture and a place where your opinion is valued.

The role

We are transforming the way decisions are made in the Ministry of Justice by empowering analysts to use modern tools to make the most of our data. Our work enables analysts to get insights from data in ways that are reproducible, modern, and rapid, and get those insights in front of the people whose decisions matter, both on the front line of services and at senior strategic decision making levels

You will be part of the team that builds and runs the Analytical Platform, a cloud-based suite of integrated open source technologies using AWS and Kubernetes. The team and product is recognised as the best of its kind across government, and we are regularly asked to advise other departments on their equivalents.

The team is multi-disciplinary, and works across digital and the analytical service function in MoJ. Our work touches everything in the justice system, from courts to prisons. We work using agile processes, and offer a flexible supportive working environment, collaborating and solving challenges together.

Technologies

You'll be part of developing the next generation of the Analytical Platform, which integrates a large number of open source components and runs on a Kubernetes platform. You'll work

across the full spectrum of technologies that makes up the platform, from a Django app through to the infrastructure, including authentication, networking and security. You'll be challenged to learn quickly, promote best development practises and help solve complex problems. We're looking for someone who enjoys working in a multidisciplinary team environment. As a member of our Analytic Platform team you often work with data scientists, so it is essential to have some exposure to common data tools and techniques. You will have excellent working knowledge of Python, AWS, Kubernetes and a wide range of managed services and open source components. You will be willing to learn other programming languages, tools and techniques as required.

An understanding of version control (ideally with Git) is essential, as is experience with infrastructure as code, automated testing, and modern deployment approaches.

You will:

- Build user-centred, open source, RESTful web systems to serve a variety of citizen and government needs
- Be responsible for development of large areas of projects, or small projects in their entirety
- Build automated tests to support our continuous deployment environment
- Share knowledge of tools and techniques with the wider team and community, both developers and non-developers
- Transform government into a more agile organisation by helping to embed modern development practices
- Help build and maintain a diverse, inclusive culture across the development community, growing awareness, inclusivity, and balance
- Occasionally participate in 2nd line support during office hours, and sometimes out of hours (for which you'll be paid an allowance and further hourly payment when on call)
- Possibly be responsible for managing a small number of less experienced developers
- Help with hiring, taking part in recruitment of other developers

All our developers should have:

- Experience of software development, with knowledge of Ruby, Python, PHP, Javascript, Java, or similar
- A systematic approach to solving problems
- Experience using automated tests to continuously validate your work

- Experience of modern development and deployment techniques, including continuous integration and continuous delivery
- Experience working in agile environments
- Enthusiasm for sharing knowledge and working in a multi-disciplinary team
- A working knowledge of Unix-like operating systems such as Linux and Mac OS X
- An awareness of technologies used for web applications, e.g databases, backups, CDNs and search.

As a senior developer you'll also have:

- The ability to quickly learn new languages and frameworks and willingness to pick the right tool for the job
- The ability to manage technical debt appropriately and proportionately
- Knowledge of open source principles and technologies
- Familiarity with practices such as TDD, continuous integration, continuous delivery, and DevOps
- Experience of mentoring and supporting your colleagues, whether one-to-one or in groups

In the Civil Service, we use Success Profiles, a flexible framework, to assess candidates against a range of elements using a variety of selection methods, therefore giving you the opportunity to demonstrate the various elements required to be successful in the role.

At the interview we will be assessing your technical/specialist skills and experience, testing your ability through relevant assessments and asking you questions around the behaviours we require to be successful in this role. The **behaviours** we assess are:

- Leadership
- Communicating and influencing
- Working together
- Developing self and others
- Making effective decisions
- Delivering at pace
- Seeing the big picture
- Changing and improving
- Managing a quality service

Throughout the process we will assess your technical specialist skills and experience on the above requirements.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status or disability status.

Selection process details

Candidates must submit:

- a current and relevant CV;
- a Cover letter (1 page max) setting out why you are interested in the role and how you meet the essential skills and experience required.

The job advert lists the essential, specialist skills and experience as well as key Civil Service competencies required for the role.

At the CV review/sift stage we will use the technical/specialist skills and experience to determine your suitability for the role.

At the Interview the panel will ask you open-ended questions to which they are seeking answers/evidence of essential, previous skills, experience and behaviours in order to guide their hiring decision.

Note: due to the volume of applications we receive we are unable to provide feedback after the CV review (sift) stage.

Salary and working arrangements

If successful, the salary we offer you will be within the advertised range and will depend on the skills and experience you demonstrate at the interview. Therefore in your cover letter it would be helpful to the hiring teams if you can indicate your salary expectations and if possible your notice period.

Benefits:

- A [generous pension scheme](#) on average of up to 22%
- 25 days leave, plus bank holidays, plus 1 privilege day usually taken around the Queen's birthday
- 1 additional day of leave for every year you work, up to a maximum of 5 extra days
- Flexible working - whether it's working from home or remotely, working part-time, job sharing, or working compressed hours, we have people doing it and are happy to discuss options with you
- Access to training and development through Civil Service Learning, [GDS Academy](#) and [Pluralsight](#)
- Great maternity, adoption, and shared parental leave, 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!
- Bike loans and secure bike parking (subject to availability and location)
- Season ticket loans, childcare vouchers, and eye-care vouchers.
- Some offices may have a subsidised onsite Gym.
- Up to 5 days paid leave for voluntary work you may wish to undertake

Things you need to know

Security and Immigration checks

Successful candidates must pass a disclosure and barring security check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check](#).

Candidates will be subject to [UK immigration](#) requirements as well as [Civil Service nationality rules](#).

If you're applying for a role requiring security clearance please be aware that foreign or dual nationality is not an automatic bar. However certain posts may have restrictions which could affect those who do not have sole British nationality or who have personal connections with certain countries outside the UK.

Nationality requirements

Open to UK, [Commonwealth](#) and [European Economic Area \(EEA\)](#) and certain non EEA nationals. Further information on whether you are able to apply is available [here](#).

Eligibility

Candidates in their probationary period are not eligible to apply for vacancies within this department.

Working for the Civil Service

The [Civil Service Code](#) 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](#).

The Civil Service embraces diversity and promotes equality of opportunity. There is a guaranteed interview scheme (GIS) for candidates with disabilities who meet the minimum selection criteria.

Contact point for applicants- for further information regarding this role please contact [MoJ D&T Recruitment](#).

Further information

All Civil Servants will adhere to the ['Civil Service code'](#), which outlines the Civil Service's core values, and the standards of behaviour expected of all civil servants in upholding these values.

Note for current Civil Servants: If successful, the salary offered would normally be determined by applying the MoJ salary progression rules. If the appointment is on level transfer your substantive salary (excluding any allowances) will remain unchanged, unless it exceeds the maximum stated within the MoJ pay band, and unless your current salary is below the relevant MoJ grade minimum. If the appointment is on temporary or substantive promotion the salary will be increased by the appropriate promotion percentage or moved to the minimum of the relevant MoJ grade minimum, whichever is the greater.

Note for non Civil servant applicants: This post is open to UK Nationals, Commonwealth Citizens, EEA Nationals of other member states and certain non-EEA family members. There must be no employment restrictions or time limit on your permitted stay in the UK. You should normally have been resident in the United Kingdom for at least 3 years and in some cases 5 or even 10 years preceding your application due to the requirement to have a checkable history for security vetting purposes. If you answer 'No' to the questions regarding nationality then it is unlikely your application will be pursued. If you are unsure as to your eligibility on any of these points, please contact the recruitment team for clarification or advice.

