Junior Software Developer
Location: National*

Closing Date: 5th February 2023
Interviews: Multiple 1 stage interviews expected on the following dates: 20th January, 25th January, 30th January, 2nd February, 7th February, 10th February & 15th February

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

Salary:
London: £35,405 - £40,488 which may include an allowance up to £5,083
National: £31,265 - £36,538 which may include an allowance up to £5,273

Working pattern: Full time/ Part time/ Flexible working
Contract Type: Perm

Vacancy number: 68867

*We are currently offering hybrid working which includes 2 days per week in your local office. Office locations can be found HERE

The Role:
We're recruiting for **Junior Software Developers** here at Justice Digital, to be part of our warm and collaborative teams at LAA, HMPPS, OPG and Central Digital.

As a junior developer at MOJ Digital & Technology you will be building web systems that make a genuine difference to people's lives. You'll be learning the latest technologies and trends, whilst delivering working software early and often.

At MOJ you'll gain experience working on our acclaimed open-source public services, with user needs at the heart of everything. Working as part of a multi-disciplinary team, you'll develop your skills to build a career as a software developer.

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:
- Learn to design, build and maintain user-centred, open source, RESTful web systems to serve a variety of citizen and government needs
- Learn to build automated tests and lightweight documentation
- Eventually be responsible for development of features of government services
- Share knowledge of tools and techniques with the wider team and community, both developers and non-developers
- Help to build and maintain a diverse, inclusive culture across the development community, growing awareness, inclusivity and balance.

If this feels like an exciting opportunity, 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.
- We are committed to nurturing our staff and provide lots of training and development opportunities with learning platforms such as: Linux Academy, O'Reilly, Pluralsight, Microsoft Learning, Civil Service Learning
- 10% dedicated time to learning and development with a budget of £1000 a year per person
- Generous civil service pension based on defined benefit scheme, with employer contributions of 26-30% depending on salary.
- 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.
- Option to buy or sell annual leave
- 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 Careers & 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.
- Free membership to BCS, the Chartered Institute for IT.
- Some offices may have a subsidised onsite Gym.

Person Specification:

Essential:
- Enjoy learning and helping others.
- See value in constructive honest feedback and supportive coaching.
- Enthusiastic about software development, ideally with some experience of Ruby, Python, PHP, JavaScript, Java, or similar.
- Enjoy nurturing relationships with others and promoting an inclusive atmosphere.

Desirable:
- Have an interest in using automated tests to continuously validate your work.
- Thrive when you work as part of a collaborative team that has a flexible approach and learns from experience.
- Solve problems in a systematic way.

Willingness to be assessed against the requirements for BPSS clearance.

We welcome the unique contribution diverse applicants bring and do not discriminate on the basis of 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.

How to Apply:

Candidates must submit a CV and cover letter which describes how you meet the requirements set out in the Person Specification above.

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

- Developing self and others
- Working together
- Making effective decisions
- Delivering at pace

Your application will be reviewed against the Person Specification above by a diverse panel.

Successful candidates who meet the required standard will then be invited to a 1.5 hour panel interview held via video conference. You will also complete a take home exercise before the interview.

Should we receive a high volume of applications, a pre-sift based on experience will be conducted prior to the sift.

Terms & Conditions

Please review our [Terms & Conditions](#) which set out the way we recruit and provide further information related to the role and salary arrangements.

If you have any questions please feel free to contact recruitment@digital.justice.gov.uk