

Ministry of Justice Digital and Technology Services

We design, build and support user-centred digital and technology services for the justice system: services that make a real difference to our staff, members of the public and their families who use them. Millions of people every year, interact with our services, and Digital & Technology play an important role in improving access to justice and making that experience much easier and less distressing.

We are using digital, data and technology to build capability, work smarter and more efficiently. We want to create a digitally enabled end-to-end justice system which can adapt and respond to changing needs. We were the first digital team in a government department, and the first to deliver an exemplar service, with experts in web development, design, delivery and product management and user research, alongside around 50 organisations, including the courts service and Government Digital Service (GDS). To find out more about us please visit our [blog](#).

The role

We're looking for talented and tenacious people to join our digital teams in London to help create world-class services in the justice system. We use cutting-edge agile software development approaches to make rapid but meaningful improvements to public services that live up to the unique challenges of MOJ's responsibility to society.

Our software development profession comprises 110 developers based in London, Birmingham, Sheffield and Glasgow. We provide a flexible, safe and respectful working environment that encourages different perspectives and provides everyone an equal opportunity to succeed.

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

At MOJ you'll be working on our acclaimed open-source public services, with user needs at the heart of everything, helping us transform Government for the future. Working in multi-disciplinary agile teams, we code in the open on [GitHub](#) and work to meet the [GDS Service Standard](#)."

Responsibilities:

- Build user-centred, open source, accessible web front-ends to serve a variety of citizen and government needs
- Be responsible for development of large features of projects, or small features 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

- Help build and maintain a diverse, inclusive culture across the development community, growing awareness, inclusivity, and balance

All our developers should have the following skills and experience

Essential:

- Modern standards approach - Understands key principles of modern standards approach, throughout automation and testing, and how they apply to the work they are undertaking.
- Programming and build (software engineering) - Uses agreed security standards and specifications to design, code, test, correct and document simple programs or script under the direction of others.
- Service support - Able to help fix faults following agreed procedures. Carries out agreed infrastructure maintenance tasks.
- Systems design - Assists as part of a team on design of components of larger systems. Creates the specification and design of systems to meet defined business needs. Has the ability to work with business and technology stakeholders to translate business problems into technical designs. Able to visualise the ideal user service, come up with design ideas and possible design approaches. Explores different approaches to solving problems.
- Systems integration - Aware of how to integrate systems and test components, and their interfaces to create operational services, Understands the challenges of designing, building and testing interfaces between systems
- User focus - Understands users and can identify who they are and what their needs are based on evidence. Able to translate user stories and propose design approaches or services to meet these needs and engages in meaningful interactions and relationships with users. Puts users first and can manage competing priorities. Has an awareness or understanding of user experience analysis and its principles. Can see the purpose of user stories and focuses on user needs.

Desirable

- Availability and capacity management - Awareness of how to define, analyse, plan, forecast, measure, maintain and improve all aspects of the availability of services, including power. Controls and manages service availability to meet the needs of the business in a cost effective manner, including managing the capability, functionality and sustainability of service components (including hardware, software, network resources and software/infrastructure as a service).
- Information security - Working knowledge of how to maintain the security, confidentiality and integrity of information systems through compliance with relevant legislation and regulations. Design, implement and operate controls and management strategies to allow this. Understand information security and the types of security controls that can be used to mitigate security threats within solutions and

services.

- Prototyping - working knowledge of how to apply technical knowledge and experience to create or design workable prototypes, both programs and physical outputs. Understands parameters, restrictions and synergies. Knows when to use a specific prototyping technique or method (for example, sketch, code, Loc2). Able to show the value of prototyping to the team.

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 to around the behaviours we require to be successful in this role. The **behaviours** we assess are:

Essential:

- Making effective decisions
- Changing and improving
- Managing a quality service
- Working together

Desirable:

- Leadership
- Communicating and influencing