

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 tip-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 Team

The Criminal Injuries Compensation Authority (CICA) provides compensation to victims of violent crime in England, Wales and Scotland, and victims of overseas terrorism. We are seeking to appoint a senior Developer to work alongside our Developers in a small but growing team.

CICA are based at Atlantic Quay, Glasgow and offer flexible working patterns, Monday-Friday. We manage our own IT infrastructure, and draw on a blend of in-house expertise and external contractors to deliver our software capability. Our digital vision aligns with the wider government and MoJ strategy – to transform our services and become digital by default by 2020. Using the Government Digital Service design principles, we are well into this journey: 90% of our applications are received online and are processed on a digital case management system. Our digital vision is to expand this service to provide a full end to end digital service for applicants wishing to claim compensation from application and information exchange through to decision and acceptance online.

Our transformation programme is ambitious and includes expansion of online information sharing with 3rd party organisations, the enablement of identity verification and the transition of our systems to open source solutions.

CICA are part of the Ministry of Justice's Delivery Group, and work closely with partner Agencies in the MoJ including the Legal Aid Agency and Office of the Public Guardian. We are developing new opportunities to share expertise and support integration of services, where practicable and cost effective, across the Group.

The role

Software Developers design, run and improve software that meets user needs. They are responsible for writing clean, secure code following a test-driven approach. They create code that is open by default and easy for others to reuse.

Software Developers will have an understanding and be proficient in different types of testing, working with other disciplines to understand what needs to be built. Operating the production services they build and finding ways to improve systems robustness, resilience and stability.

As Software Developers increase their knowledge, they will go on to become proficient in a wide range of technical systems and involved in identifying appropriate technology and approaches, deciding when software should be written.

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 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

You'll have

- Experience of software development, with knowledge of Ruby, Python, PHP, Node JavaScript, Java, or similar
- A good working knowledge of modern back end web frameworks like Rails, Django or Spring
- 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, and of Unix-like operating systems, eg. Linux and/or Mac OS

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