WebOps Engineer

Band Bc
Salary: Up to £57k depending on skills and experience
Contract type: 2-year fixed term appointment
Grade: MoJ Band Bc
Number of open roles:1
Location: Birmingham/Nottingham
Hours:37 hours/week (42 hours incl. lunch)
Working pattern: flexible working, full time, part time
Closing date: Rolling campaign
Interviews: starting w/c 28th October
Interview location: Birmingham or Nottingham

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 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 Office of the Public Guardian (OPG) protects people in England and Wales who may not have the mental capacity to make certain decisions for themselves, such as their health and finance. OPG is an executive agency, sponsored by the [Ministry of Justice]().

The Role

As a webops engineer at MOJ Digital & Technology you'll be supporting the development and operation of 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.

Web Operations supports the development and operation of software through tools, environments and practices. Web operations engineers will learn throughout their work by assisting in the building of a complex story. Web operations engineers can act as a technical product owner, developing medium-long term strategies for product lines – identifying, testing and championing the adoption of emerging technologies.

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 as part of a multi-disciplinary team, you'll be helping define how we do what we do, and making sure that our systems are built to be changed rapidly.

Technologies

You will have demonstrable experience of cloud technologies including AWS, Docker and Terraform, plus excellent working knowledge of Linux (including troubleshooting, scripting and automation) along with practical experience of CI/CD pipelines.

An understanding of version control with Git is essential.

You will:

- Help build and run user-centred, open source, web systems to serve a variety of citizen and government needs
- Be responsible for automating the deployment of systems that follow standard patterns, or components of systems that are more complex
- Manage infrastructure for multiple environments through code
- Build tools to automate infrastructure management tasks
- 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
- 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)
- Help with hiring, taking part in recruitment of other web operations engineers and technical staff

All our web operations engineers should have:

- Experience of modern development and deployment techniques, including continuous integration and continuous delivery
- An understanding of version control (ideally with Git)
- Experience working in agile environments
- Experience defining a solution using configuration management tools such as Terraform, Puppet, Chef, Ansible, Salt
- Awareness of how to set up and maintain continuous delivery and deployment pipelines using CircleCI, Jenkins, or similar
- Awareness of the use of containers, distributed schedulers, and minimal operating systems
- Worked with cloud providers such as AWS, Azure, Or Google Cloud in a production system
- A systematic approach to solving problems
- Familiarity with network protocols – TCP/IP, HTTP, TLS, etc
- An awareness of the use of programming languages such as Python, Javascript, etc within a production codebase

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.

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

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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 we ask you questions based on the specialist/technical skills and experience as well as behaviours outlined.

At the Interview we will ask 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: interviews are expected to last one hour, additionally a technical test will also be conducted and expected to last one hour.

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:

- Flexible working options - working from home or remotely, working part-time, job sharing, or working compressed hours, we have people doing it and are happy to discuss further
- Lots of training and development opportunities
- A[civil service pension](#)with an average employer contribution of 22%
- 25 days annual leave (plus bank holidays), and an extra day off for the Queen's birthday.
- 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.

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.