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, Birmingham and Nottingham to take the lead in creating 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.

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.

MAIN RESPONSIBILITIES

Responsibilities include:

- develop software to meet user needs
- build and operate web services to serve a variety of citizen and government needs, taking responsibility for the quality of code you produce by identifying issues in production
- write clean, secure and well-tested code
- implement toolkits and APIs for purposes such as integration, performance optimisation, security and scalability
- build automated tests to support our continuous deployment environment
- share knowledge of tools and techniques with your wider team, both developers and non-developers
- act as a digital ambassador across government, supporting recruitment, identifying good practices for GDS to adopt and sharing experiences, eg through blog posts, tech talks at conferences etc.
- be involved in helping recruit developers and, where appropriate, helping sift and interview. Coach and mentor more junior colleagues

Knowledge and skills required

Essential:

- Development process optimisation - Aware of the importance consider developing process efficiency and the common ways in which processes are optimised. Supports specific activities to improve development processes. Able to spot or identify obvious deficiencies.

- Modern standards approach - Uses a modern standards approach competently and guides others in so doing.

- Programming and build (software engineering) - Collaborates with others when necessary to review specifications and uses these agreed specifications to design, code, test and document programmes or scripts of medium to high complexity, using the right standards and tools.

- Service support - Able to help fix faults following agreed procedures. Carries out agreed infrastructure maintenance tasks.

- Systems design - Translates logical designs into physical designs. Produces detailed designs and documents all work using required standards, methods and tools, including prototyping tools where appropriate. Designs systems characterised by managed levels of risk, manageable business and technical complexity and meaningful impact. Works with well-understood technology and identifies appropriate patterns.

- Systems integration - Able to build and test simple interfaces between systems, or can work on more complex integration as part of a wider team.

- User focus - Able to collaborate with user researchers and can sell and represent

users internally. Understands the difference between user needs and desires of the user. Able to champion user research to focus on all users. Can prioritise and defines approaches to understand the user story, guiding others in doing so. Can offer recommendations on the best tools and methods to be used.

Desirable:

- Availability and capacity management - Manages the service components to ensure they meet business needs and performance targets.

- Information security - Has an appreciation of information security, designing solutions and services with security controls embedded, specifically engineered as mitigation against security threats as core part of the solutions and services.

- Prototyping - Sees prototyping as a team activity, actively soliciting prototypes and testing with others. Establishes design patterns and iterates them. Knows a variety of methods of prototyping and chooses the most appropriate ones.

CIVIL SERVICE COMPETENCIES (across the Software Engineering community)

In the Civil Service we use our Competency Framework to outline expected behaviours and we will use these as part of our wider assessment during the interview process.

Essential:

- Making effective decisions
- Changing and improving
- Managing a quality service
- Collaborating and partnering

Desirable:

- Leading and communicating