

Job Title: Senior Dev Ops Engineer
Salary: £43,958 - £69,892
Contract type: Permanent
Grade: MoJ Band Aa
Number of open roles: 1
Location: Sheffield
Hours: 37 hours/week (42 hours incl. lunch)
Working pattern: flexible working, full time, part time
Closing date for applications: 29th September 2020
Interviews: 8th - 9th October 2020
Interview location: Online

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 role

As a Web Ops 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 Azure, AWS, Kubernetes 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)
- Manage a small number of less experienced developers
- Help with hiring, taking part in recruitment of other web operations engineers and technical staff

You'll 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, Ansible, Puppet, Chef, Salt
- Awareness of how to set up and maintain continuous delivery and deployment pipelines using CircleCI, GitHub actions, Jenkins, or similar
- Awareness of the use of containers, distributed schedulers, and minimal operating systems
- Worked with cloud providers such as Azure, AWS 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

As a Senior Web Ops engineer you'll also have:

- The ability to quickly learn new tools and techniques and willingness to pick the right tool for the job
- The ability to manage technical debt appropriately and proportionately
- Knowledge of open source principles and technologies
- Experience of mentoring and supporting your colleagues, whether one-to-one or in groups

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

Of these behaviours, we will assess the following for this vacancy:

- Working Together
- Managing a Quality service

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

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.

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 the panel will ask you 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: 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:

- A generous pension scheme on average of up to 22%
- 25 days leave, plus bank holidays, plus 1 privilege day usually taken around the Queens' birthday
- 1 additional day of leave for every year you work, up to a maximum of 5 extra days
- Flexible working - whether it's working from home or remotely, working part-time, job sharing, or working compressed hours, we have people doing it and are happy to discuss options with you
- Access to training and development through Civil Service Learning, GDS Academy and Pluralsight
- 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.
- Some offices may have a subsidised onsite Gym.
- Upto 5 days paid leave for voluntary work you may wish to undertake

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.