HM Courts & Tribunals Service

Her Majesty's Courts and Tribunals Service

Directorate: Digital and Technology Services (DTS)

Job Title: Junior Developer

Pay Span or equivalent: Band C

Location: Digital Hub, Edward House, Birmingham, B1 2RA

Contract type: Permanent

New recruits to the Civil Service joining MoJ are expected to join at the band minimum.

Existing civil servants applying on promotion will usually be appointed on the salary minimum of the pay band or with an increase of 10 percent on their existing base salary (restricted to the new pay band maximum), whichever is the higher.

Working pattern: Full Time, Part-Time, Term-Time, Job Sharing, Flexible Working – real flexible working, whether working from home or remotely, working part-time, job sharing or working compressed hours, we have people doing it and are very happy to discuss options with you

Background

Do you want to be part of one of the largest tech programmes in Central Government? Do you want to be empowered to be creative, curious and have your ideas listened to? We'd love to hear from you!

These are exciting times at Her Majesty's Court and Tribunals Service (HMCTS). As an agency of the MoJ, we support the judiciary across England and Wales, and we are looking for talented people to help us achieve our ambitions. It will be challenging, important and rewarding.

Within HMCTS, Digital & Technology Services (DTS) is creating a place in which it is great to do work and part of our offer is brilliant training opportunities and support from expert colleagues. As well as that you'll find flexible working, an inclusive culture and a place where your opinion is valued.

Our community
We currently have over 200 experienced developers across MoJ and its agencies who make up the broader software engineering community. You will able to learn from others, share your knowledge and take part in informal support networks with your peers. You can also take a look at the MoJ [developer blog](#).

The key purpose of the role:

As a Junior Developer you will work with a wide range of stakeholders such as user researchers, product managers, designers, business analysts, content specialists, delivery managers and digital architects, all of whom share a vision for making better government through smarter use of technology. You will innovate to radically transform public services for the better.

The development squad you are placed on will be agreed closer to your start date but examples of products can be found in our github repositories:

- https://github.com/ministryofjustice

- https://github.com/hmcts

- https://github.com/CJSCommonPlatform

Technologies:
We rely heavily on
- Java and Python to write our backend services
- Node.js and Angular to write our frontend services
- Jenkins for deployment
- Dynatrace for application monitoring
- Kubernetes and Docker to run our services
- Azure for most of our infrastructure
- Postgres and Redis as our databases.
- GOV.UK Design System for our web interfaces
- Macs to do all of the above
- In addition, we use a range of other technologies and continue to evolve by employing new technologies that help us deliver better services to our users
We're happy to help you learn our tech stack once you are part of our team.

Skills and Experience:

Essential
- Working knowledge in at least one programming language for development of enterprise and public facing applications, ideally in our core stack but other languages and a desire to learn is acceptable (Java, Python, C#, PHP, Ruby, Go, Rust, C++, VB.NET, JavaScript etc.)
- Working knowledge in either structured data (JSON, XML etc.) or databases (PostgreSQL, Redis etc.)
- Basic working knowledge of client-side web development (HTML, CSS and JavaScript)
- Awareness of the HTTP protocol and at least one web development framework (for example Spring, Django, Rails, Laravel, Razor, Classic ASP)
- Experience of using testing to validate solutions
- An interest in solving problems and an eagerness to learn
- Ability to research and learn new tools and techniques, keeping up to date with the latest libraries, frameworks and languages
- A strong interest in digital services and agile working
- An understanding of common security issues

Desirable
- An ability to communicate technical concepts to peers through written documentation
- Awareness of your own professional development needs
- Awareness of the wider technology community and technical landscape
- Confidence to demo your work, give feedback and ask for help
- A desire to collaborate and contribute to the community

Key responsibilities:
- Write, amend and refactor code to build simple programs/scripts under direction. Document code written and adhere to internal software development standards/processes/procedures
- Seek guidance to adhere to industry's best practices and produce well-engineered modern products. Constantly seek to learn and further develop your skills as required for your role

- Work with others to use security controls to design and build secure products. Handle information with confidentiality and integrity, work with others to ensure compliance and information assurance
- Participate in product support and carry out agreed infrastructure maintenance tasks. Assist in troubleshooting and identifying faults using modern tools. Some activities may be outside the core office hours (in-line with the organisation's policy for OOH)
- Contribute to planning by estimating your own effort. Practice the agreed methodology and seek advice on how to apply it to your work. Use prototyping techniques and methods (for example, sketch, code)
- Assist in analysing, planning, forecasting, measuring, maintaining and improving all aspects of the availability of services
- Assist as part of a team on design of components of larger systems and develop software to meet approved architectural artefacts
- Work under supervision to integrate systems, design, build and test interfaces between systems
- Take a test-driven approach to software development, write simple automation test scripts, participate in testing and code reviews
- Coach and mentor more junior colleagues
- Develop to deliver on user stories and the focus on user needs

Other duties:

The post holder is required to work in a flexible way and undertake any other duties reasonably requested by line management which are commensurate with the grade and level of responsibility of this post.

Application process:
The team will sift applications to find the most suitable candidates. Due to the volume of applications we receive we are unable to provide feedback after the CV review / sift stage.

We will then invite candidates to a remote technical test. From the results a shortlist of the most suitable candidates will be created.

This will be followed by an on-site interview (currently done remotely using Video Conferencing technologies), which will include an interview and a pair-programming exercise. 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. After the interview you will receive a scenario for the pair-programming exercise, on which you will work with one of our developers / architects to implement.

The following areas of Success Profiles will be used to assess and score your application during the sift and interview stages.

Experience   – As demonstrated in your CV, statement of suitability, and application form
Technical   – As demonstrated in your CV, statement of suitability, and application form.
Behaviours   – We will be using the 2 behaviours below.

Key Civil Service behaviours:

We will assess you against these behaviours during the selection process at the appropriate level for which you apply.

- Working together

- Making effective decisions

For more information on Behaviours please see the following link;
https://civilservicelearning.civilservice.gov.uk/sites/default/files/resources/behavioursjune18.pdf

Excess Fares and Relocation Allowances
This job is not eligible for relocation allowances, but excess fares may be considered in accordance with MoJ's excess fares allowance policy.