



# HM Courts & Tribunals Service

**Her Majesty's Courts and Tribunals Service**

**Directorate: Digital and Technology Services (DTS)**

**Job Title: Senior Developer**

**Pay Span or equivalent: Grade 7**

**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?**

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 be 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 Senior 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:

- Sound 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.)
- Sound knowledge of HTTP, at least one web development framework (for example Spring, Django, Rails, Laravel, Razor, Classic ASP) and at least one RDBMS (for example PostgreSQL, SQL Server, MySQL, Oracle)
- Sound knowledge in a wide range of technologies and libraries used in an enterprise, such as logging and monitoring, ORM, authentication/authorisation, cloud hosting environments, systems integration, source control, package management etc.
- Experience of mentoring, coaching or leading other developers (at work or in meetups etc)
- Experience of working with modern tools and techniques
- An understanding of common security issues and how to mitigate them
- You will also want to make a positive impact on the communities we serve
- You are looking for new technical and leadership challenges
- You thrive when you work as part of a team
- You enjoy learning and helping others
- You hold yourself and others to a high standard
- You solve problems in a systematic way

**Key responsibilities:**

- Write, amend, refactor and document code to build complex programs/scripts, and as required leading on these activities. Adhere to internal process and procedures, promoting and advising others which software development standards/processes/procedures apply.
- Constantly seek to learn and further develop your skills as required for your role. Monitor changes in the tech stack you use and alert on any major changes affecting our software. Adhere to industry's best practices, produce well-engineered modern products and guide others to do so in a highly competent manner.
- Ensure that products are secure, engineered to mitigate security threats and have the necessary security controls in place. Ensure that information is handled with confidentiality and integrity, and that products are compliant. Identify and raise risks and support Information Assurance activities.
- Support and maintain software as required, including in the live environment. Use modern tools to effectively and thoroughly identify, troubleshoot and fix faults. Package and deploy software built. Some activities may be outside the core office hours (in-line with the organisation's policy for OOH).
- Plan the development on sets of related stories and coordinate integration tasks across systems. Contribute to selection of the software development approach (plan-driven, iterative/agile etc.) for projects. Identify process optimisation opportunities with guidance and support activities to improve the development process. Choose the most appropriate from a variety of methods of prototyping, actively solicit prototypes with others.
- Define, analyse, plan, forecast, measure, maintain and improve all aspects of the availability of services. Control and manage service availability to meet the needs of the business in a cost-effective manner. This includes managing the capability, functionality and sustainability of service components (for example, hardware, software, network resources and software/infrastructure as a service).
- Design systems characterised by medium levels of risk, impact, and business or technical complexity. Take designs through the required governance. Review designs of others to ensure the selection of appropriate technology, efficient use of resources and integration of multiple systems and technology. Identify, record and escalate tech debt and medium-level risks.
- Define the integration build. Coordinate build activities across systems and undertake and support integration testing activities.
- Take a test-driven approach to software development, write complex automation test scripts and participate in testing. Participate in code reviews of own work and leads code reviews of colleagues' work.
- Guide and advise others on technical areas you have expertise in, modern development standards and approaches to understand user stories. Coach and mentor more junior colleagues. Lead on, and participate in recruitment as required.
- Participate in and lead on procurement activities as required.
- Translate user stories to a proposed design and develop software to meet user needs. Collaborate with user researchers, represent users internally and champion user research to focus on all users.

**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:**

In the first instance you will need to submit your application through Oleo, look for a link to the job on <https://justicejobs.tal.net/>

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.

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.

- Communicating and influencing
- Seeing the big picture

**For more information on Behaviours please see the following link;**

<https://civilservicelearning.civilservice.gov.uk/sites/default/files/resources/behavioursjune18.pdf>