



## Role Profile

Vacancy Summary			
Job title:	Software Applications Developer	Job reference:	HUM1110-418
Agency:	UK Debt Management Office	Team:	Business Delivery: Development Team
Reporting to:	Development Manager	Closing Date:	22/10/ 2020
Salary Range:	£35,000 - £40,000		
Contract Type:	Permanent		

About the UK Debt Management Office
The DMO is an Executive Agency of Her Majesty's Treasury. We are responsible for debt and cash management for the UK Government, lending to local authorities and managing certain public sector funds.

About the Role
This role will be within the DMO's Development Team and report to the Head of Development. This is a permanent role contributing to the DMO's operational and strategic capabilities by interpreting requirements, producing high quality designs and brilliant software. The Development team provides software development for new tools, enhancements of existing tools, plus developer cover for operations in relation to the DMO's front office dealers, middle and back office functions and other core activities.

About the Team
<p>The development team is made up of seven individuals, including Mark Ambrose, Manager and Vineetha Mathew, Team leader. Although Team members have different roles, specialities and responsibilities, all developers are encouraged to cross train to ensure skill coverage. This developer role is to focus on good software design and development skills.</p> <p>As a developer you will be assigned work by the Developer Manager and you (and perhaps others) will then work closely with the Project Manager for that work. You will be supplied detailed requirements from the Business Analyst, who will be working closely with the user. You will design your solution, the Lead Developer and other developers are on hand to assist, and you will create an "early view" design which will be reviewed and signed off. You will develop the solution, again with code reviews from the team, and unit test. Document into team wiki, source code in Microsoft Team Foundation Server.</p> <p>You will now prepare the module for release, and passed to the test team for system test, then to Release Management for rollout.</p>

## Key Responsibilities/Accountabilities

1. **Analyse and understand incident, change, or project requirements, design and document solution, ready for development**
2. **Develop and unit test application software, ready for system testing by Test team**
3. **Update Documentation (design, code review, implementation plan) to maintain residual in-house knowledge**
4. **Review and familiarise existing DMO systems to prepare for future work**
5. **Provide developer cover for critical DMO Operations**
6. **Working in a small team on collaborative coding projects and providing technical assistance and guidance to other team members**
7. **Participate well in team and project work and meetings, working with your manager and project managers**

## Sifting Criteria

For this vacancy, we will use the [Civil Service Success Profiles](#) to assess you against the following Behaviours, Experience and Technical Skills

- **Technical:** Degree in computer science or another quantitative area (e.g. maths, physics, engineering)
- **Technical:** Developing software using a structured methodology (e.g. Waterfall, V-Model)
- **Technical:** Developing software systems with Microsoft C#, thick client with MVC pattern.
- **Technical:** Developing with Microsoft Databases (e.g. SQL/SSIS) and reporting technologies (e.g. PowerBI, Crystal Reports)
- **Experience:** Working in a software developer role in a commercial setting for more than 3 years
- **Experience:** Demonstrated use of unit and integration testing and technologies (e.g. Automated testing, MS Test, Nunit)
- **Experience:** Demonstrated collaborative coding projects and associated technologies (e.g., TFS)
- **Experience:** Working as part of a multi-discipline team (Business Analysts, Project Managers, Testers and Specialists) delivering to tight deadlines while maintaining high quality outputs

Candidates – Please note, you will be asked to give evidence in your application of how you meet these criteria.

## Interview Process

At interview stage, we will use the [Civil Service Success Profiles](#) to assess your behaviours, strengths, technical skills, experience and ability as part of the interview.

Behaviours	
<b>Behaviours:</b>	
<input type="checkbox"/> Seeing the big picture	
<input checked="" type="checkbox"/> Changing and Improving	
<input checked="" type="checkbox"/> Making effective decisions	
<input type="checkbox"/> Leadership	
<input checked="" type="checkbox"/> Communicating and Influencing	
<input checked="" type="checkbox"/> Working Together	
<input checked="" type="checkbox"/> Developing self and others	
<input checked="" type="checkbox"/> Managing a quality service	
<input checked="" type="checkbox"/> Delivering at pace	

Strengths	<input checked="" type="checkbox"/>
The interview panel will ask you questions about what you enjoy doing and what you do well and often. When looking at your strengths, we want to find out whether you, the organisation and the job will be a good fit. By ensuring that the role is the right fit for you, you are more likely to enjoy it and perform well.	
Technical skills	<input checked="" type="checkbox"/>
The interview panel will ask you questions about your understanding of technical and practical operation on a range of relevant areas	
Experience	<input checked="" type="checkbox"/>
The interview panel will ask you questions about what you have previously achieved or your knowledge in a particular field. The questions will relate to the areas of work outlined in the 'Key Responsibilities/Accountabilities' section above.	
Ability	<input checked="" type="checkbox"/>
The selection process may involve some skills, aptitude and psychometric testing for which you will be given prior notice.	

## Interview – Information for candidates

There will be a two stage interview process for this vacancy.

Applicants for this post will be assessed against the elements of Success Profiles listed above. **Candidate guidance on Success Profiles, and how you will be assessed, is available here.**

- **Stage 1:** Applicants for this post will be assessed against the elements of the Success Profiles recruitment framework listed above.
- **Stage 2:** Candidates may be asked to undertake a test/presentation/ psychometric test and will be assessed against the elements of the Success Profiles listed above.

Application deadline: 23:55 on 22/10/2020  
Shortlisting: Week commencing 26/10/2020  
Interviews: Week commencing 02/11/2020  
These dates are indicative and may change

## Application details

To apply, please send a **CV and covering letter** to [HR@dmo.gov.uk](mailto:HR@dmo.gov.uk).

The candidates who are assessed, from the information provided as best meeting the requirements of the role will be invited to interview. **Please note that only candidates shortlisted for interview will be informed of the progress of their application. Feedback will only be provided to those invited to attend an interview.**

As part of our pre-employment security checks, if you are invited to interview, you will need to bring:

- Proof of identity, e.g. your **passport or driver's license**. Documents must be in date and valid.
- Proof of your National Insurance (NI) number, e.g. **letter from DWP confirming your NI number, or P60**

If you do not bring a UK or EU passport, you will need to bring other documentation of your right to work in the UK, e.g. your visa, biometric residence permit or birth certificate.

Further details regarding acceptable documents will be provided in the invitation to interview.

For more information on the DMO visit: [www.dmo.gov.uk](http://www.dmo.gov.uk)

## Working arrangements

### Location

- The post will be based at in the DMO's office in the City of London

### Hours of work

- The working hours of this post are 36 hours per week excluding lunch breaks
- This post is available on a full-time basis although part time/job share/flexible working hours may be considered.

## Benefits

- Annual Leave - You will have an annual leave allowance of 27.5 days plus paid bank holidays.
- Civil Service Pension
- Subsidised gym membership
- Interest free season ticket loan
- Family friendly HR policies including paid maternity, paternity and adoption leave
- A working culture which encourages inclusion and diversity

### **Investors in People**

As an Investor in People, the DMO values skills and expertise and is committed to training and development. It is a rewarding place to work, respecting people, with an open management culture and a common sense of purpose.



### **Professional Qualifications, Training & Development**

The DMO provides financial support to employees undertaking professional qualifications, skills training and development that are relevant to the role. The DMO will also pay individual subscriptions to professional bodies.

## Probationary Period

You will normally be subject to a period of probation for the first six months of the appointment. The DMO may exercise its discretion in extending the probationary period by a further three months where considered necessary

## Eligibility Statement

Individuals appointed to the DMO will be subject to National Security Vetting. To allow for meaningful checks to be carried out applicants will normally need to have lived in the UK for at least 3 out of the past 5 years. A lack of UK residency in itself is not always a bar to security clearance but the Department will need to consider eligibility on a case by case basis using all information that can be obtained following a successful application.

## Diversity

DMO has a strong commitment to equality and diversity. Our aim is to be a department which is open and accessible, recruiting and retaining a diverse, talented and high-performing people who support and develop one another.

We are a Disability Confident Employer. This means we've been recognised as an employer which is confident and leading the way in recruiting and retaining staff with disabilities. We will offer an interview to any applicants with a disability who have indicated they wish to take part in the disability confident scheme, provided they meet the sift criteria set out for this post.

If you need any reasonable adjustments to take part in the selection process, please tell us about this in your application form. If you would like to speak to the DMO recruitment team regarding this, you can contact them via email at [HR@dmo.gov.uk](mailto:HR@dmo.gov.uk).

## Data Protection

The DMO will keep your personal details and other information relating to your application for a maximum of two years following the close of the campaign, for audit purposes only after which time it will be securely destroyed. All data is held securely and takes account of our obligations under the General Data Protection Regulation (GDPR).

## Civil Service Code

The Civil Service Code sets out the standards of behaviour expected of civil servants. The Civil Service Commission has two important roles in relation to the Civil Service Code. The Commission hears complaints under the Code from civil servants. The Commission also works with Departments to help them with their promotion of the Code.

The Civil Service Code outlines the core values of the Civil Service:

- Honesty
- Integrity
- Impartiality
- Objectivity

It describes the standards of behaviour expected of individual civil servants against each of these four values.

## Complaints Procedure

The DMO's recruitment processes are underpinned by the recruitment principles of the Civil Service Commissioner, which outline that selection for appointment is made on merit on the basis of fair and open competition. <https://civilservicecommission.independent.gov.uk/recruitment/recruitment-principles/>

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's recruitment principles.

If you feel at any time your application has not been treated in accordance with the values in the Civil Service Code and/or if you feel the recruitment has been conducted in such a way that conflicts with the Civil Service Commissioner's Recruitment Principles, you may make a complaint by contacting us at [HR@dmo.gov.uk](mailto:HR@dmo.gov.uk) in the first instance. If you are not satisfied with the response you receive you can contact the Civil Service Commissioners via [info@csc.gov.uk](mailto:info@csc.gov.uk), alternatively they can be contacted at the following address: G/8, 1 Horse Guards Road, London, SW1A 2HQ.

