



Role Profile

Vacancy Summary			
Job title:	Web Applications Developer	Job reference:	HUM1110- 525
Agency:	UK Debt Management Office	Team:	IT Software Development Team
Reporting to:	Head of Application Development	Closing Date:	22 nd June 2024
Salary Range:	£42,000-£49,000		
Contract Type:	Permanent		

About the UK Debt Management Office
The DMO is an Executive Agency of HM 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
<p>The DMO is looking for an experienced Senior Web Applications Developer to work within the IT Software Development (Dev) Team.</p> <p>The ideal candidate will have a solid developer background of :</p> <ul style="list-style-type: none"> • Programming browser based GUI solutions using Microsoft C#, using Web framework with connectivity to SQL Server with reporting to work on new solutions. • Knowledge of .Net Framework/Core with Winforms is also useful to maintain current applications. • Reporting technologies include PowerBI and Crystal Reports with Reportal scheduling tool. • Data management using SQL Server with T-SQL stored procedures with data transition using SSIS. <p>You will be working in the Dev team where we use a Software Lifecycle which defines the process from:</p> <ul style="list-style-type: none"> • The Business Analyst Team working with users to define the Requirements • The Dev Team works to produce software application to meet the Requirements • The Test team to verify the software application satisfies the Requirements • Rollout is managed though the Desktop Support and Infrastructure Teams <p>This process is coordinated by a Project Manager.</p> <p>The candidate will need have software development experience of working with and understanding complex systems in addition to good practice methods and are able to apply them quickly and efficiently to software development to provide best solution for the business.</p>

About the Team

You will work within the Dev Team which is part of the Business Delivery department, which aims to support the internal business users in their operational tasks to meet the overall DMO remit.

The Dev team has 6 staff, managed by the Head of Application Development and the Lead Developer. All work is almost exclusively for internal users, managed through a workplan, managed by Project Managers. Developer work with Business Analysts, who had worked with the users to set the Requirements, the Dev Team creates new or amends existing applications to deliver functionality to meet these, after unit testing the software passed to the Test Team who checks that the application satisfies the Requirements. Once system tested and user tested, the software is rolled out into Production Environment by the Application Support/Infrastructure teams for the use.

The Dev team is a skilled group of experienced developers who work well together to design and maintain custom applications for the DMO. Design thoughts are discussed and different approaches appraised. Issues during development can be discussed in the Teams Daily standup meetings.

Online education is available and relevant skills can be learnt and enhanced and cross developer mentoring is encouraged.

Key Responsibilities/Accountabilities

1. Principal Responsibilities

- Provide technical analysis/solution design/development solutions or initiated from Production **Incidents**
- Provide technical analysis/solution design/development for web applications/ winforms applications, reports and dashboards using SQL Server resolving Requests for Change **RFC** to current solution.
- Work on **Projects** within a team; to be part of developer resources to architect, design, develop solutions, and unit test to meet the overall project requirements.
- Create Design and Release documentation including updating DMO wiki where necessary.
- Provide second level developer support for DMO operations.

Sift Criteria

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

1. **Delivering at Pace** – Ability to multitask and deliver projects on time and with estimated effort.
2. **Making effective decisions** - Ability to adapt to new technologies and problem solving using own initiatives where required.
3. **Communicating and Influencing** - Strong inter-personal skills with ability to communicate effectively at all levels.
4. **Managing a quality service** - Highly structured, organised, and meticulous approach to work, with strong analytical skills and a determined approach with an eye for detail.
5. **Experience** - Minimum 3 years' development in Finance or Business Critical IT environments
 - Minimum 3 years programming browser based solutions
6. **Technical** - Degree educated preferably in Computer Science or equivalent
 - Ability to record source code change using Microsoft DevOps
 - Good practice change management (e.g. ITIL)
 - Good working knowledge of Microsoft C#, .Net framework/core with Winforms
 - Good working knowledge of Microsoft SQL Server, T-SQL and Stored procedures, Data Queries

Technical Toolset Environment

- **Microsoft C#**
- **.Net** (Framework/Core)
- WPF (Windows Presentation Foundation)
- WinForms
- VB.net
- MVC (Model-View-Control) design pattern
- Umbraco content management system
- **Javascript/JQuery**
- **Webforms** (Asp.net/Razor)
- **Web framework**(React, Angular and/or Vue)
- Microsoft DevOps
- **Microsoft SQL Server**
- **T-SQL Stored Procedures**
- SSIS (Integrated Services)
- PowerBI
- Crystal Reports

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. [Delete as appropriate – do not untick ability as this includes OPQ's]

Behaviours	
Behaviours: <input type="checkbox"/> Seeing the big picture <input 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 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 **one** stage interview process for this vacancy. As part of our assessment process candidates may also be asked to complete a test to assess their technical ability.

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.

Application deadline: 23:55 on 22nd June 2024

Shortlisting: Week commencing 24th June 2024

Interviews: Week commencing 1st July 2024

These dates are indicative and may change

Application details

To apply, please send a **CV and supporting statement detailing how you meet the criteria for the role to Recruitment@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 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. Now that we have concluded the Brexit transition period applicants from the EU must provide proof of their eligibility to work in the UK.

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

For more information on the DMO visit: www.dmo.gov.uk

Working arrangements

Location/Hybrid working

- The post will be based in the DMO's office in the City of London
- We are an operational business and deliver of our Remit is a priority. We are a London based organisation and our contracts reflect that our place of work is our London office. UKDMO is a flexible employer. We work in small teams and individuals have a say in how they do their work. Where employees have health or caring responsibilities, we are empathetic to different situations. We work a hybrid pattern. From 1st April 2024 our expectation is for employees to work remotely for 40% of their time and 60% of their time in the office. This is in line with the rest of the Civil Service and much of the private sector. We measure this over a **rolling 4 weeks** so that individuals can plan their time, in agreement with their line manager, and in order to meet business need. In agreeing how we work, UKDMO has to balance the need to meet all business objectives, including working collaboratively, with our understanding of individual circumstances.

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 (**pro-rata/ length of contract/dependent on start date**) 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

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.

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 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, alternatively they can be contacted at the following address: G/8, 1 Horse Guards Road, London, SW1A 2HQ.

