

# Software Developer Apprenticeship

Department for Environment, Food and Rural Affairs

**Apply before 11:55 pm on Monday 28th June 2021**



## Reference number

124631

## Salary

£22,426 - £22,426

## Grade

Executive Officer

## Contract type

Permanent  
Apprenticeship

## Business area

DEFRA - Digital, Data and Technology Services (DDTS)

## Type of role

Digital  
Information Technology

## Working pattern

Flexible working, Full-time, Job share, Part-time

## Number of posts

2

## Location

Bristol, Reading, Warrington, York

## About the job

### Summary

Defra is the UK government department responsible for safeguarding our natural environment, supporting our world-leading food and farming industry, and sustaining a thriving rural economy. Our broad remit means we play a major role in people's day-to-day life, from the food we eat, and the air we breathe, to the water we drink.

We are currently going through a radical digital transformation and we are still looking to grow our software development team. You will be working on several meaningful projects in a challenging environment.

If you work with us, you'll be making a real difference.

### Job description

Our software development function sits within our Digital Hubs across the country including Bristol, Reading, Warrington and York. We recognise the value of a good work/life balance and offer a range of flexible working options including remote working.

We design, build and operate services that are critical in helping the department achieve its mission. You could be designing and building solutions to help people apply for a fishing license or be working on the critical IT systems that support UK homes and businesses from Flooding. Our success in this role depends on our ability to exploit the latest technologies to create leading-edge, world class solutions whilst ensuring they are secure and resilient.

This is an exciting time to work for Defra as we develop some of the most challenging and transformative technology projects the department has ever seen. You'll have a chance to shape the future and support our goal to provide exceptional services for everyone.

Our work is guided by these fundamental principles:

- put user needs first
- delivery and outcomes over process
- make the most of openness: open standards, open source, open data and open markets.

We value everyone's skills and provide a creative and supportive environment to help you do your best work.

### The training

If successful you will attend a 12-week software developer training course with our apprenticeship training provider, Makers Academy. Training is delivered remotely, from September 27th. Following this you will take up a software developer post with Defra, joining one of our 4 hubs.

The initial training course will provide you with the learning and tools you need to contribute more effectively when you hit the workplace for the following nine months of 'on the job' training. When on the job you will be building your experience, working with colleagues designing and building products that

will contribute to people, communities and the natural environment.

You will build up a portfolio of your work, take a knowledge module exam and an internationally recognised vendor qualification. This will prepare you for the end point assessment to gain a level 4 software developer qualification and be able to apply for posts as a junior developer on successful completion.

This is an intensive and accelerated development programme, designed to prepare you for the gateway for your apprenticeship assessment in a year – around half the time of most other software developer apprenticeship schemes. In return you'll need to be able to fully commit to a demanding schedule of learning to achieve your change of career.

## **Responsibilities**

As an apprentice Software Developer you will be paired with engineering colleagues to learn on the job whilst designing, running and improving software components. You can expect to benefit from training, coaching and mentoring to help you develop in this role. You will be learning to work to our technical standards writing clean and secure code. Alongside this you will be mentored to help develop a rounded set of skills and supporting knowledge:

- Working in a test driven manner; testing, correcting and documenting simple programs or scripts.
- Building your knowledge of different systems and software implementation.
- Providing crucial service support to users with difficulties or issues.

## **You will be someone who:**

- Is highly driven to build a career as a software developer, or similar technical role.
- Takes initiative, enjoys solving problems, is innovative and seeks out opportunities to create effective change.
- Shows an interest in analysis to ensure user needs are based on evidence.
- Has good communications skills and is able to build solid relationships with peers and users.

## **You will have the following skills and experience:**

There are no skills or experience requirements for this role we will assess your technical aptitude by taking you through some learning and technical challenges. If you believe you can show the enthusiasm and aptitude to become a software developer, deconstructing problems, recognising patterns, caring about the detail and having the ability to use hypothesis-driven thinking to solve complex problems, then please consider applying.

## **Who you'll work with:**

- Engineering colleagues who will oversee your work and coach and mentor you;
- Infrastructure Engineers, Technical Architects and Security Architects to design, build and deliver software solutions.

- The wider software engineering community, to understand your place in the organisation and begin mapping out your future development.

## **The application process**

If you're interested in moving your civil service career into the digital, data and technology profession and becoming a software developer, first register your interest by **June 28th**.

## **Makers Academy selection process**

You then work through an intensive, but largely self-selecting application process run by Makers Academy. This process is designed to enable you to try coding and to help you understand if you are suitable for the apprenticeship. It is largely self-selecting as you commit to undertaking the learning and practical exercises required, within the timeline stipulated.

You first complete a questionnaire about your reasons for wanting to undertake the apprenticeship and start a career as a software developer. You will then be invited to undertake self-led learning which will take around an hour a day or you can complete in one or more sessions within two weeks of registering with Makers. You will be sent instructions on how to do this and do not need to have any previous experience of coding.

This will prepare you for a coding challenge. If you work your way through these stages there will then be a telephone interview.

## **Defra final selection**

The tasks you complete will form part of the Ability and Technical elements of Success Profiles and will inform the interview approach for your final selection with Defra. At the interview we will also assess you for Strengths and the following Civil Service Success Profiles Behaviours: Communicating and Influencing and Working Together.

For full details of the application process and Success Profiles used, please click the link to apply.

If you are successful you can take up your new apprenticeship post in September 2021, starting with your 3 months Makers Academy training programme.

## **A timeline of the application process is below.**

- By clicking the Apply Now button on this Civil Service Jobs advert, you will be directed you to the Makers Academy Defra application site, where you will register and complete a series of tasks:
- Complete a questionnaire about your interest in the apprenticeship and role.
- Complete a coding course – you will be given a maximum 2 weeks to do this.
- Complete a coding challenge in 5 days.
- Complete a telephone interview.
- Undertaking final selection with Defra between 15th – 21st July 2021
- Offers will be made by the end of July 2021

## To find out more

If you have any questions, please contact [Amanda.White@defra.gov.uk](mailto:Amanda.White@defra.gov.uk)

## Eligibility & Restrictions

Due to the timing of cohorts and restrictions placed on the scheme and Defra:

- This opportunity is open on level transfer or promotion, on voluntary transfer terms.
- You must not hold a qualification at or above Level 4 in a similar subject e.g. a Computer Science degree (Level 6).
- If selected, you will need to be able to give any notice and take up post for 27th September 2021
- You will not be able to take any leave during the period of the 12 week training,
- You must be eligible to apply for and willing to go through security clearance to SC level, for which 5 years continuous residency in the UK is required – please see the information on Nationality and Security Clearance.

## Behaviours

We'll assess you against these behaviours during the selection process:

Communicating and Influencing  
Working Together

## Benefits

### Equality, diversity and inclusion

We have strong staff networks covering mental health, disability and other needs. We also have a range of special leave policies for hospital appointments and will put reasonable adjustments in place for people who need them.

The department places significant emphasis on talent programmes that help everyone to achieve their full potential.

The Civil Service as a whole is committed to providing a work environment free from discrimination, harassment, bullying and victimisation. Support available includes a Bullying and Harassment network and mediation services.

### Pension

Your pension is a valuable part of your total reward package.

Defra contributes at a rate between 20% and 24.5%, dependent upon salary. Pension contributions you make are deducted from your salary before tax is taken.

### Generous annual leave and bank holiday allowance

Defra offers 25 days' annual leave (rising, over 5 years, to 30 days) for full time new entrants to the Civil Service. Employees receive 8 public holidays a year, plus an additional day in May to mark the Queen's

birthday.

### **Staff recognition**

We have a Staff Recognition Scheme to reward exemplary work.

### **Learning and development**

All new employees joining (and returning to) Defra will have an induction to the department, our work and policies. You will have access to a broad range of learning and development opportunities with world class providers.

### **Mentoring and coaching**

Mentoring is way of developing your career and boosting your confidence that benefits both mentor and mentee. All our employees have the opportunity to work with a mentor or coach, if they wish to.

### **Volunteering**

Defra employees are entitled to 3 days' special leave with pay, each year, for volunteering. We encourage our employees to take this up: it can be a great way to share skills with worthy charitable causes, while developing new insights and stronger links with the civil society sector.

### **Reservists**

We fully support reservists and offer 15 days' special leave with pay for training

### **Childcare vouchers**

The government has introduced the Tax-Free Childcare scheme. Working parents can open an online childcare account and, for every £8 they pay in, the government adds £2, up to a maximum of £2,000 a year for each child or £4,000 for a disabled child. Parents can then use the funds to pay for registered childcare.

### **Bicycle loan schemes**

Defra offers interest-free loans towards the cost of a bike and the Cycle to Work scheme. Defra 'lends' you a bike for your commute as a tax-free benefit. At the end of the loan period, you have the option to buy the bike, saving 30% of the original cost.

### **Season ticket loan**

We offer interest-free season ticket loans to all Defra employees with more than three months' service, for purchasing train and bus season tickets, as well as station car parking.

### **Sick pay**

We have a supportive sick pay policy. Pay progressively increases, by length of service, beginning at one month's sick pay in your first year.

### **Employee discounts**

Defra employees have access to a range of discounts at hundreds of top retailers via our employee discount scheme.

### **Give as you earn**

Defra is registered with the Give as You Earn scheme, which enables you to make regular deductions directly from your salary, in support of a chosen charity. This is simple and tax efficient.

### **Flexible working**

Defra is committed to providing a great place to work and is open to smarter ways of working that let you choose how, when and where you want to work in line with business needs. This includes the ability to

work from home, work compressed hours and choose from a range of locations suited to when and where you need to be.

Our offices have fitness centres, staff canteens and many more facilities. You can discuss where you will be based and the amount of travel you will need to do at the interview with the vacancy holder.

### **Employee assistance programme**

This is a free and confidential 24/7 telephone advice service available to all our staff.

### **Occupational health service**

Provides a range of support services, to optimise attendance and performance at work.

### **Sports and social association**

Promotes sports and social activities and organises our annual sports day and staff lottery.

## **Things you need to know**

### **Security**

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](#).

[See our vetting charter](#).

People working with government assets must complete [basic personnel security standard](#) checks.

### **Selection process details**

This vacancy is using [Success Profiles](#), and will assess your Behaviours and Strengths.

### **Reserve List**

A reserve list may be held for a period of 12 months from which further appointments can be made.

### **Reasonable Adjustment**

If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

If you need a change to be made so that you can make your application, you should:

- Contact Government Recruitment Service via [defrarecruitment.grs@cabinetoffice.gov.uk](mailto:defrarecruitment.grs@cabinetoffice.gov.uk) as soon as possible before the closing date to discuss your needs.
- Complete the "Assistance required" section in the "Additional requirements" page of your application form to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you're deaf, a Language Service Professional.

### **Accessibility**

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

## **Criminal Record Check**

If successful and transferring from another Government Department, a criminal record check maybe carried out.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf. However, we recognize in exceptional circumstance some candidates will want to send their completed forms direct. If you will be doing this, please advise Government Recruitment Service of your intention by emailing [Pre-Employment.Checks@cabinetoffice.gov.uk](mailto:Pre-Employment.Checks@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

## **Internal Fraud Database Check**

Applicants who are successful at interview will be, as part of pre-employment screening subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

## **Childcare Vouchers**

Any move to Defra from another employer will mean you can no longer access childcare vouchers. You may however be eligible for other government schemes, including Tax Free Childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk>

## **Coronavirus**

We are closely monitoring the situation with regard to Coronavirus, and will be following central Government advice as it is issued. There is therefore a risk that recruitment to this post may be subject to change at short notice. Please continue to follow the application process as normal and ensure that you check your emails regularly for any updates from us as this is how we will communicate with you.

Feedback will only be provided if you attend an interview or assessment.

## **Nationality requirements**

This job is broadly open to the following groups:

- UK nationals

- nationals of Commonwealth countries who have the right to work in the UK

- nationals of the Republic of Ireland

- nationals from the EU, EEA or Switzerland with (or eligible for) status under the European Union Settlement Scheme (EUSS)

- relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service

- relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service

- certain family members of the relevant EU, EEA, Swiss or Turkish nationals

## **Further information on nationality requirements**



## 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 equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

## Apply and further information

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

### Contact point for applicants

Job contact :

Name : Mandy White

Email : [ddtsonpayrollrecruitment@defra.gov.uk](mailto:ddtsonpayrollrecruitment@defra.gov.uk)

Recruitment team :

Email : [defrarecruitment.grs@cabinetoffice.gov.uk](mailto:defrarecruitment.grs@cabinetoffice.gov.uk)

### Further information

Apply via Makers

