

Apprentice Software Engineer

Department for Work and Pensions



Details

Reference number

274338

Salary

£28,117 - £32,515

Job grade

Executive Officer

Contract type

Permanent
Apprenticeship

Business area

DWP - Digital

Type of role

Digital
Engineering
Information Technology

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

10

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Location

This role will be based in Leeds, London, Manchester or Newcastle. Please find further information on the [Corporate hub locations here](#).

About the job

Job summary

Do you have an appetite for learning?

Do you like finding out stuff that you know nothing about?

Do you like to ask questions where others don't?

If the answer to these questions is 'Yes' why not apply and become our next Software Developer apprentice.

About DWP Digital:

We are leading the digital transformation of the Department for Work and Pensions (DWP) – the UK's biggest government department. At DWP Digital, you'll be part of a diverse, vibrant community, where you'll be empowered to develop your skills and try new things at the cutting-edge of your industry. You can build a stimulating and fulfilling career here, full of interesting challenges and plenty of opportunities to grow.

Putting the user at the centre of everything we do, our software engineers use their logic, mathematical and problem-solving skills to develop apps and digital services that make a positive impact on millions of people's lives.

Working with tools like Java, Node.js, Databases and concepts like containerisation and Test-Driven Development, as a software engineering apprentice, you'll gain the technical expertise to take your career in an exciting new direction.

You'll also combine this hands-on experience with virtual learning, delivered by our partner providers, including one-to-ones with tutors and mentors, lab tutorials, and proper research projects.

We expect you to be committed to seeing through the apprenticeship programme including production of a portfolio, end point assessment and interview.

Job description

This is an exciting opportunity to earn as you learn and get hands on practice of software development and engineering, while studying towards an industry-standard qualification.

You'll develop crucial skills, knowledge and behaviours for your career and be part of a great team delivering digital applications and services. If you wish to find out more about the apprenticeship please click [here](#).

You'll be supported by your line manager, skills coach and the engineering community, as well as fellow apprentices on the programme, so you will have plenty of sources of encouragement to help you succeed. It's also critical that you can be proactive and make the most out of your time on the apprenticeship.

There is a lot to do and learn, so you need to be ready to work hard and participate in the many opportunities you'll be given.

This is a fantastic chance to build a software engineering career at DWP and become a highly skilled tech professional.

To be eligible for the apprenticeship you are required to hold the following minimum eligibility criteria:

- Hold a valid passport/birth certificate or residence permit.
- Have the right to live and work in the UK.
- Must have lived in the UK and/or EEA for 3 years prior to apprenticeship start date.
- Not be in full-time education or be undertaking another apprenticeship by the apprenticeship start date.
- You must not hold an existing qualification at the same or higher level in a similar subject. We reserve the right to withdraw applications that are deemed ineligible due to existing qualifications.
- You must hold GCSEs in Maths and English at Grade C/Grade 4 or equivalent.

We reserve the right to withdraw applications that do not meet any of the above criteria

Please note- If you are applying on a part-time bases, you are required to do a minimum of 30 hours per week as this role combines work and studies.

Person specification

The essential criteria are outlined in the selection process details.

If you would like to learn more about the role, please contact sam.hackett@dwp.gov.uk.

Benefits

- An employer pension contribution of up to 27% [For further information please click here.](#)
- Annual leave rising up to 30 days, (based on your working pattern).
- Family friendly flexible working arrangements, such as hybrid working, flexi-time and compressed hours.
- Learning and development tailored to your role this could include industry recognised qualifications, coaching and mentoring.
- An inclusive and diverse environment with opportunities to join staff networks including: Women's Network, National Race Network, National Disability Network (THRIVE) and many more.

This job role may be suitable for hybrid working, which is where an employee works part of the week in their DWP office and part of the week from home. This is a voluntary, non-contractual arrangement and your office will be your contractual place of work. The number of days that anyone will be able to work at home will be determined primarily by business need but personal circumstances and other relevant circumstances will also be taken into account. If you are successful, any opportunities for hybrid working, including whether a hybrid working arrangement is suitable for you, will be discussed with you prior to you taking up your post.

Salary Information

Salary for this role is from £28,117 (Band min) to £32,515 (Band max).

Existing Civil Servants who secure a new role on lateral transfer should maintain their current salary.

Existing Civil Servants who gain promotion may move to the bottom of the next grade pay scale or 10% increase in salary whichever would be the greater.

Things you need to know

Selection process details

Stage 1: Makers Academy selection process

On submitting your interest to become an apprentice via Makers, you will be invited by email to complete a series of tasks.

You will 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.

For the first stage, you will be invited to undertake a coding course which will take around 15 hours to complete and you can complete in one or more sessions within a limited timeframe. You will be sent instructions on how to do this and do not need to have any previous experience of coding.

The second part of selection challenges with Makers Academy will be a coding challenge, which will take around two hours to complete. On completion and if successful you will then be contacted by a member of the Makers to team for an interview.

Makers Academy will shortlist applicants to move through to the final stage which will be an interview with DWP Digital to assess the essential criteria. Here you will also be required to complete a 10-minute presentation. Further details will be provided when selected for interview.

A timeline of the application process is below. Apply by:

- Registering your details with Makers Academy and completing your application about your interest in the apprenticeship role by Friday

24th March 2023.

Upon submission you will work through the selection stages, which includes the following:

- Complete a coding course and challenge within 10 days time, on successful completion progressing to an interview.
- Interviews with Makers Academy will be held from Monday 20th March up to Friday 28th April.
- Final interviews with DWP Digital are expected to be held from Monday 24th April onwards. Dates will be confirmed should you be successful.

Following a successful interview, we are hoping to make offers mid/late May and will then begin necessary onboarding and checks with a target start date from July onwards.

Stage 2: Interview

If you're successful with the Makers Academy Selection process you will be invited to a video interview via Microsoft Teams. There, you will be assessed against the following Essential Criteria:

- Ability to confidently collate and analyse data, draw conclusions and report information.
- Ability to reassess workloads and priorities when there are conflicting demands.
- Experience of managing relationships between stakeholders to meet common goals.
- Aptitude for learning and driving within a team environment.

You will be asked to do a short (10 minute) presentation on a specific topic. Further details will be provided to candidates invited to interview.

Other information:

A reserve list may be held for a period of 6 months from which further appointments can be made.

Reserve list candidates will be posted in merit order by location.

Please Note: You must meet the security requirements before you can be appointed. 7 of these roles require Baseline Personal Security Standard (BPSS). For 3 of these roles the level of security needed is security check (SC).

For meaningful Security Checks checks to be carried out individuals you will need to have lived in the UK for a sufficient period of time, to enable appropriate checks to be carried out and produce a result which provides the required level of assurance. Whilst a lack of UK residency in itself is not necessarily a bar to a security clearance, and expectation of UK residency may range from 3 to 5 years. Failure to meet the residency requirements needed for the role may result in the withdrawal of provisional jobs offers.

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

Security

Successful candidates must undergo a criminal record check.

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

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 settled or pre-settled status or who apply for either status by the deadline of the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)
- 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 \(opens in a new window\)](#)

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) 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 \(opens in a new window\)](#).

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.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

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 :Sam Hackett
- Email :sam.hackett@dwp.gov.uk

Further information

dwprecruitment.grs@cabinetoffice.gov.uk