HM Land
Registry

Software Developers / Senior Software Developers

We have a number of great career opportunities to join our progressive digital team. Send your CV to **digitaldeveloperjobs@landregistry.gov.uk**

Digital Data and Technology Directorate (DDaT)

It is a very exciting time for you to join us at HMLR as we continue on a major digital transformation programme. Our ambition is to become the world's leading land registry for speed, simplicity and an open approach to data. We want you to join our award-winning team which is the in-house DDaT directorate at the heart of our transformation into a digital, data-driven organisation.

Our work is crucial to the current and future success of HMLR, even more so during these unprecedented times. We are playing a pivotal role in ensuring that we are able to respond swiftly to our current challenges. We are providing a robust and resilient technical infrastructure to support a newly mobile workforce. We are enabling our customers to interact with us in increasingly digital and automated ways and delivering our transformation portfolio which will revolutionise the way that we operate and provide services.

In the Digital Developer team you will be developing digital services which enable over £1 trillion worth of lending to be secured against property across England and Wales. You will build some of the UK's most important digital systems. You will use and learn a wide range of technologies including Java, Python, Postgres, React and OpenShift and collaborate with experts in multiple fields including Design, User Experience and Architecture to deliver new business capabilities.

At HMLR, we're passionate about developing and attracting the best talent. People are at the heart of our plans for the future, so we have established a 'community of practice' for every profession within DDaT, which are groups of talented people performing similar roles. We have
15 communities now in total including software engineering, data science and product management. Through regular meetups and online forums we share best practice, discuss challenges and support each other, which means happier, more motivated people.

With around 600+ DDaT professionals based in our 14 offices around England and Wales we're keen to expand our communities and collaborate across government. We will support you to develop your career in the direction you want to take it.

Alistair Haytor – Head of Software Development

Job Description
Senior Software Developer
Grade: HEO

Salary - £38,448
£33,839 plus a non-pensionable IT allowance of £4,609 is payable on day one of the role.

Croydon Salary has London weighting : £37,290 + IT allowance =£41,899
Can be based at any HMLR Office
Full or part time and flexible start and finish times
Permanent Civil Service contract

Role Purpose
You will produce high quality software solutions for defined business problems and opportunities. You will create solutions necessary to enable the business functions to be carried out by electronic means. The role is involved in the development lifecycle from understanding the business problem, developing a software solution, throughout build, deployment of the software into the production and support during the life of the service.

You will bring insight and technical build expertise to the team, interpreting design and architecture information to produce efficient maintainable code to resolve the problem. You will bring the practical application of continuously updated software development knowledge and skill.

You will be proficient in different types of testing and you will have experience of approaches to application security, such as defensive coding.

Main Duties
- Deliver coding and design, including reports and prototypes, researching and trialling new technologies as appropriate and taking account of other outputs such as User Research, and Business Analysis.
- During early development phases, contribute to the high level impact assessment and act as a sounding board to help the team explore potential solutions to complex problems and gain a full understanding of the business problem or opportunity.
- Carry out data and systems analysis to maximise the benefits of any developed solution.
- Carry out all appropriate build activities including; design, code, unit and integration test, quality review and deployment of software solutions using agreed technologies, ensuring compliance with design and coding standards.
- Throughout the development process, contribute to forward planning activities and align their own workload to team delivery timescales.
- Assist test colleagues in the continuous integration of software by building an automated test suite.
- Work closely with the Technical Architect and other team members to input into decisions about what will be taken into the next stage of development.
- Ensure the appropriate level of documentation is completed.
- Work with other specialist teams to ensure infrastructure and deployment issues are resolved prior to go live, building in any contingencies as appropriate.
- Manage and support live incidents when needed, taking action to fully understand user issues and ensure they are dealt with appropriately.
- Ensure there is full understanding of any system being decommissioned and its integration with other systems, completing impact assessments as appropriate.
- Undertake agreed development activity to deepen knowledge and skills and broaden software development experience.
- Share knowledge with others both within the Software Developer Community of Practice and beyond.
- This role may involve line management of Software Developers

Job Description
Software Developer
Grade: EO

Salary
£27,130

plus a non-pensionable IT allowance of £4,609 is also payable upon meeting qualifying criteria.

Croydon Salary has London weighting : £30,604 + allowance upon qualifying
Can be based at any HMLR Office
Full or part time and flexible start and finish times
Permanent Civil Service contract

Role Purpose & Duties
You will contribute to the implementation of software solutions through the production of high-quality code. Be involved in key stages of the software development lifecycle, from interpreting requirements and design to the building and deployment of software. You will be involved in providing support throughout the lifetime of a service.

You will bring coding expertise to the team, working closely with other members of multi-disciplinary software teams. You will produce quality code that is both efficient and maintainable whilst solving challenging problems. You will continuously work to update your knowledge and skills and will take on increasingly complex work as your experience grows with our support.

You will understand and be proficient in different types of testing, such as unit and integration level testing, and you will be aware of approaches to application security, such as defensive coding.

Main Duties
- Working with the team to deliver coding and design, including reports and prototypes, researching and trialling new technologies as appropriate and taking account of other outputs such as User Research, and Business Analysis.
- Carry out all appropriate build activities including; design, code, unit and integration test, quality review and deployment of software solutions using agreed technologies, ensuring compliance with design and coding standards.
- Throughout the development process, contribute to forward planning activities and align your own workload to team delivery timescales.
- Ensure the appropriate level of documentation is completed.
- Develop an understanding of infrastructure and deployment issues, contributing to their resolution prior to go live.
- Support live incidents when needed, taking action to fully understand user issues and ensure they are dealt with appropriately.
- Undertake agreed development activity to deepen knowledge and skills and broaden software development experience.
- Share knowledge with others both within the Software Developer Community of Practice and beyond.

What do you need to demonstrate on your CV?

How you meet the following criteria :

Essential Technical Criteria – EO Software Developer
- Demonstrate experience in Software development AND/OR have an IT qualification in a related area (Degree level or equivalent)
- The ability to code in at least one language such as Python, Java or similar

Essential Technical Criteria – HEO Senior Software Developer
- Demonstrate significant experience in Software development
- The ability to code in at least two languages, such as Python, Java or similar

Essential Criteria – both roles
Experience in or knowledge of any of the following development areas:

- RESTful APIs
- Frameworks (e.g. Flask, Spring Boot, etc.)
- SQL
- Message Queues (e.g. RabbitMQ)
- JavaScript
- HTML / CSS
- Continuous Integration (e.g. Jenkins, GitLab CI, etc.)
- Templating engines (e.g. Jinja2)
- Accessibility
- Experience of the full software development lifecycle (e.g. requirements gathering, design, development, etc.)
- Using development methodologies (e.g. Agile, Scrum, etc.)
- System analysis techniques
- Source code management (e.g. Git)

Locations:

We have offices all over the UK and you will need to be based near one of them, however there will be some home working depending on business needs.

Our digital hub is in Plymouth so some travel may be required to this office from time to time.

On Call:

This post does not currently include participation in a permanent on-call rota. However, you may occasionally be required to make yourself available for short periods of on-call, when an appropriate allowance will be paid. These occasions will coincide with specific operational occurrences.

Out of hours working:

The post may require occasional planned out of hours working in order to deal with IT changes and maintenance

Durham

Kingston upon Hull

Fylde

Birkenhead

Nottingham

Telford   Leicester

Peterborough

Coventry

Gloucester

Swansea

Head Office/Croydon

Weymouth

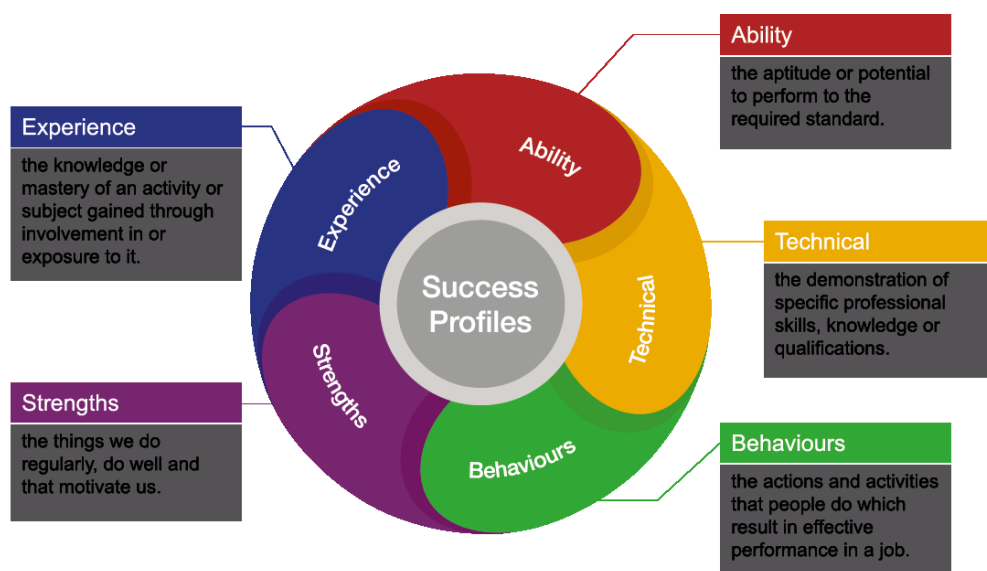Plymouth

Process and timeline

Success Profiles

During the various stages of the recruitment campaign, applicants will be assessed against Success Profiles.

What are the Success Profiles?

The Success Profile Framework was introduced to attract and retain people of talent and experience from a range of sectors and all walks of life, in line with the commitment in the Civil Service Workforce Plan.

For more information about Success Profiles, please follow the link:

https://www.gov.uk/government/publications/success-profiles

Ability
the aptitude or potential to perform to the required standard.

Experience
the knowledge or mastery of an activity or subject gained through involvement in or exposure to it.

Technical
the demonstration of specific professional skills, knowledge or qualifications.

Strengths
the things we do regularly, do well and that motivate us.

Behaviours
the actions and activities that people do which result in effective performance in a job.

Success Profiles

The current campaign will close on 30th June 2021.

Your CV will be considered within 5 working days of your application and if you meet the minimum experience required then we will invite you to an interview as soon as possible.

Application Process

Please send your CV to **digitaldeveloperjobs@landregistry.gov.uk**

You must include your qualifications, career history, skills and experience. See the essential criteria listed on the previous slide. Please also state on your CV the role that you would like to apply for: EO Software Developer or HEO Senior Software Developer. Or both roles.

We also need you to fill out a very quick diversity form at the following link: https://forms.office.com/r/jkxAZgbr6Z

The information you provide will help support us to ensure that our recruitment processes are fair to all and allow us to attract diverse and talented candidates. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process.

The panel will then consider your CV against the criteria listed and if you meet the criteria then you will be invited to an interview as soon as we possibly can.

If you don't quite have the level of experience we are looking for this time around then we will email you back and let you know. Why not try sending your CV again in 12 months time when you have had more opportunity to gain further experience in the field. Unfortunately, as much as we'd like to we can't give detailed feedback at sift stage due to the volume of applications.

If we do invite you for an interview it will be remote on MS Teams and we will ask you questions about your technical skills and experience. We will also consider your strengths that are relevant to the role.

We will give you scores after we have reviewed your CV from the following matrix:

Score	Label	Definition
1	Not Demonstrated	No positive evidence of the criteria
2	Minimal Demonstration	Limited positive evidence of the criteria
3	Moderate Demonstration	Moderate positive evidence of the criteria
4	Acceptable Demonstration	Adequate positive evidence of the criteria
5	Good Demonstration	Substantial positive evidence of the criteria
6	Strong Demonstration	Substantial, positive evidence of the criteria and includes some evidence of exceeding expectations
7	Outstanding Demonstration	Evidence provided wholly exceeds expectation at this level

You will receive a score out of 7 for your CV overall. If you score a 3 or below then you will not progress to the next stage. All candidates will be notified of the outcome as soon as possible after the sift has been completed by email.

If we have a high level of interest in each stage of the campaign then we may keep your CV on hold and invite you in for an interview if further opportunities become available.

Disability Confident Scheme
We welcome applications from candidates with disabilities. We are accredited to the government's Disability Confident Scheme, which denotes organisations which have a positive attitude towards disabled people. Disabled applicants who meet the minimum criteria in the job specification at the shortlisting stage are guaranteed an invitation to interview. In this campaign then this is a score of 4 for your CV.

We encourage you to share any disabilities with us during the process to ensure we put the right support in place for you.

We encourage open conversations about mental and physical health and will support you during all stages of the recruitment process. We encourage applications from neurodivergent candidates, and we will make adjustments to the conventional interview process where required. For example; if you are dyslexic, we may give you additional time for online tests, a longer interview or we may give you interview questions written down. The HR Resourcing team recognise that everyone is unique and we will work with you to make the right adjustments to ensure you feel supported and confident all the way through the process.

Please notify us at CV stage where possible or during the process as soon as it becomes a requirement. This can be done by emailing the

HRresourcingteam2@landregistry.gov.uk

Quoting: Software Development Careers

If you wanted to read more about how our staff are supported then please read our employee blogs

https://hmlandregistry.blog.gov.uk/category/working-at-hm-land-registry/

More about us ......

Follow us at GOV.UK | LinkedIn | Facebook | Twitter

#WeAreHMLR

About HM Land Registry

Land is our nation's greatest asset. Clarity and security of land ownership is essential to a functioning property market.

HM Land Registry maintains a land register of more than 25 million land and property titles in England and Wales, estimated to be worth around £7 trillion. The records are state guaranteed which supports secured lending on more than £1 trillion of property.

Critically we also provide property information that influences the decisions of property buyers, sellers and legal and financial institutions. Citizens, businesses, solicitors and conveyancers come to us on behalf of their clients to search our records to find out as much as possible about a property before a transaction.

HM Land Registry has a proud history and rich heritage – for more than 150 years we have protected property ownership and underpinned the modern economy. This uniqueness is what makes us so special.

We employ nearly 6000 expert people in 14 locations across England and Wales. Together they deal with around 36 million requests for information and updates per year.

Each colleague plays a vital role in helping HM Land Registry to become the world's leading land registry for speed, simplicity and an open approach to data. People are encouraged to be innovative and continuously improve what they do and how they do it.

Further information can be found at: **https://www.gov.uk/land-registry**

Our Culture

We held workshops asking our people what they expect our culture to look like linked to our values and this is what they said:

We give assurance
- We guarantee our services and provide confidence to the property market.
- We have a proud history and rich heritage. For more than 150 years we have protected property ownership and underpinned the modern economy.

We have integrity
- We value honesty, trust and doing the right thing in the right way.
- People are our most valuable asset. We want to be the most inclusive employer in government, ensuring fair and equal opportunities for all.
- We are open, honest and treat everyone with respect. We trust each other and celebrate our people because we are proud of who they are.
- We have a shared sense of belonging and help each other. We connect with each other to feel supported, comfortable and appreciated.
- Everyone's voice matters. We encourage respectful challenge and value all opinions and contributions.

We are professional
- We value and grow our knowledge and professional expertise.
- We focus on being highly skilled and knowledgeable. We are empowered; accountable and responsible for our own work.
- We provide a brilliant service to our customers. We aim for excellence; balancing efficiency and productivity with quality and integrity.
- We create confidence by being resilient and responsive but also calm and relaxed. We are adaptable, flexible and able to work at pace.

We drive innovation
- We are forward thinking, embrace change and are continually improving our processes.
- We encourage our people to be innovative and continuously improve what we do and how we do it. We make tackling challenges fun and exciting through collaborative teams, new technology and new ways of working.
- Leaders are supportive. We focus on coaching and developing ourselves and others to achieve our best with confidence. Positive and energised leaders involve others to achieve better outcomes and help us grow stronger.

A Great Place to Work

#WeAreHMLR

HM Land Registry is a vibrant place to work with sport and social events and a variety of clubs. We offer flexible working to help you achieve a work-life balance that works for you and us. You could be protecting property ownership by making updates to the Land Register, or working in our digital, data and technology teams, designing the property market of the future.

Where difference is celebrated

We're committed to fairness and equality for all, so you feel valued for who you are and what you do. Diversity fuels our innovation. Our shared values help us work together, to benefit the communities we serve.

Our employee diversity networks support our culture of inclusion and contribute to our diversity action plan. Our current focus is to encourage people from under-represented groups into management and leadership roles, especially people with disabilities, women and ethnic minority colleagues.

Whatever your role, we take your career and development seriously, and want to enable you to build a really successful career within HMLR. It is crucial that our employees have the right skills to develop their careers and meet the challenges ahead, and you'll benefit from regular performance and development reviews to ensure this development is on-going. As a Civil Service employee, you'll be entitled to a large range of benefits.

Please see them here:

https://www.gov.uk/government/organisations/land-registry/about/recruitment

Hours of work

Normal full-time weekly hours are 37 a week.

A flexi-time scheme is available for these roles. The ability to work flexibly and no core times enables you to vary your start, finish and break times to suit both operational requirements and your individual needs.

You may be at work at any time during normal building opening hours (usually Monday to Friday 07:00 – 18:30). The standard working day is 7 hours 24 minutes (excluding lunch) leading to a working week of 37 hours for a full-time employee.

You can build up flexi-credit which enables you to take off up to up to 24 days a year in addition to your annual leave.

If the role was advertised on a part time basis then we have a number of working patterns available that you can choose from that you can discuss and agree with your manager.

Annual Leave

We offer you 28.5 days' paid holiday during each holiday year (Pro-rata for part time staff). In addition you are entitled to take the usual public holidays in England and Wales, which is currently 8 days, so 36.5 days in total a year.

Learning and Development

We offer an extensive range of learning and development opportunities on both our own internal learning system and also via the Civil Service Learning platform. Both of these have online and classroom learning sessions that you can sign up to. We will fund qualifications that are directly relevant to your role and we are developing career progression paths and schemes that can help you fulfil your potential. We also offer temporary internal development opportunities to all eligible employees when they arise. There are many opportunities to network and work across government and we have numerous apprentice schemes across all the different professions in the organisation.

Pension

HM Land Registry pension arrangements fall under the Civil Service Pension Scheme. Your pension is a valuable part of your total reward package. HMLR makes a significant contribution to the cost of your pension and your contributions come out of your salary before any tax is taken.

HMLR offer the pension scheme called 'alpha'. It is an occupational pension scheme that you can join because HMLR is covered by the Civil Service pension arrangements. This scheme provides a defined benefit worked out on a Career Average basis. A defined benefit pension scheme provides a pension based on set criteria, usually related to the members' pensionable earnings and/or length of service (including any transferred in pension benefits). A Career Average pension scheme means you build up a pension based on a percentage of how much you earned each year.

Civil Service pension schemes are extremely competitive, and you can find out more information [here](#)

If you wanted to choose another option then there is also the partnership pension account which is a defined contribution scheme, and more information can be found [here](#)

Staff Wellbeing

Flexible working: We have a range of family-friendly policies, such as part-time working, job sharing, parental leave and career breaks and a range of leave options for parents. These depend on business needs, but our aim is to help you achieve a positive work-life balance.

Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers.

Childcare benefits: The government has introduced the Tax-Free Childcare scheme.

Onsite facilities: Opportunity to use onsite facilities including fitness centres and staff canteens.

We have a social and sports club in every office that you can join and you will have the opportunity to compete in national Civil Service competitions for a wide variety of sports if you want to. We have an annual festival and an annual employee awards ceremony; and also offer long-service awards as we have some really long serving employees that we like to celebrate. There is access to our employee assistance programme for counselling and support on a wide range of issues. We offer an interest-free loan for season tickets and bicycles if you cycle to work and we offer a cycle to work scheme (salary sacrifice).

Complaints process

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, you should in the first instance contact the recruitment team at HRResourcingteam2@landregistry.gov.uk

If you are not satisfied with the response you receive from HMLR, you may bring your complaint to the Civil Service Commission. http://civilservicecommission.independent.gov.uk/making-complaint/

We wish you the best of luck with your application and if you have any questions then please do not hesitate to contact the Recruitment Team HRResourcingteam2@landregistry.gov.uk