

**DevSecOps Software Engineer
Graduate Programme**

Year in Industry placements

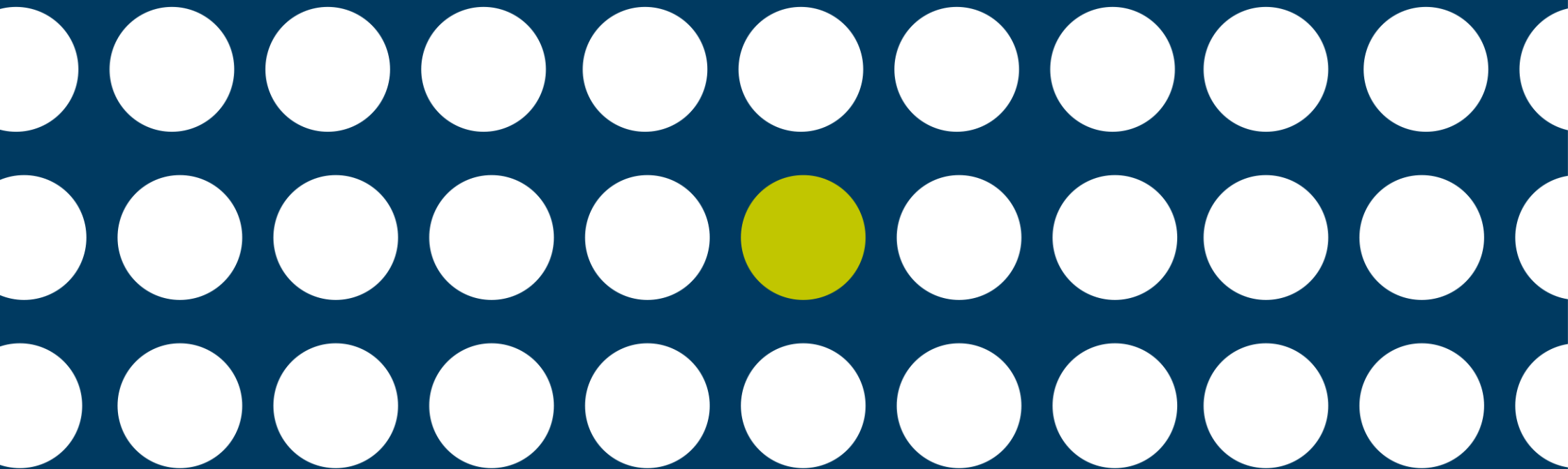
2022

Executive Officer Grade



**Office for
National Statistics**

Digital, Services & Technology



Thank you for your interest in our Year in Industry and Graduate programme.

This is an **exciting** opportunity to join an **agile** and **forward thinking** organisation as we move into a **DevSecOps** model for the future.

We will be radical in our adoption and exploitation of leading-edge technologies that support cross-cutting analysis and integrated data.

We will be ambitious in the way we work to enable rapid and iterative delivery of value to the organisation.

We will be inclusive in everything we do, including how we collect data, what we publish, how we work and the partnerships we build to deliver products and services.

We will develop a sustainable skills base, and deliver and maintain sustainable and efficient products and services.

Welcome

Digital Services and Technology (DST) deliver the digital and technology capability for the whole organisation.

Our purpose is to enable innovation at speed and scale to keep ONS at the forefront of providing data, statistics and insights which matter. As a trusted partner, we work collaboratively across the organisation, continually scanning the technology landscape, identifying leading edge technologies and using them to deliver innovative technical and digital solutions which meet user needs. We think big, do small and act fast. You can find more information on our strategy, our key objectives and our roadmaps here.

Our aims are to:

- deliver quality services on digital platforms capable of supporting the evolving needs of our colleagues and all users
- ensure platforms are secure and comply with internal and external security and confidentiality needs
- develop, deliver and maintain software products and platforms based on architectural and technology principles and practices
- transform and deliver platforms using our technology and data estates, our current and new digital capabilities, and skilled colleagues from our communities of practice

- be agile and digital by default and perform to the highest professional standards
- deliver office-wide and technology savings



Simon Sandford-Taylor

Director of Digital Services & Technology (DST)

Why ONS?

The Office for National Statistics (ONS)

At ONS we aim to be a brilliant and inclusive employer to over 5,000 colleagues, who work flexibly across all of our sites and in co-located teams.

Our people are our greatest asset and are at the heart of everything we do. We understand how important an inclusive environment is - one where you can bring your authentic self to work. We are proud to have a range of diversity networks that support our inclusion ambitions and enable us to thrive.

We are committed to supporting our people's wellbeing by offering flexible ways of working that support a healthy work life balance.

What people say about us?

'Truly collaborative place - any time I need input from other areas, it's welcomed and supported'

Kate, People Solutions

'For me, its knowing that every day I go to work, I'm contributing to something bigger, something better.'

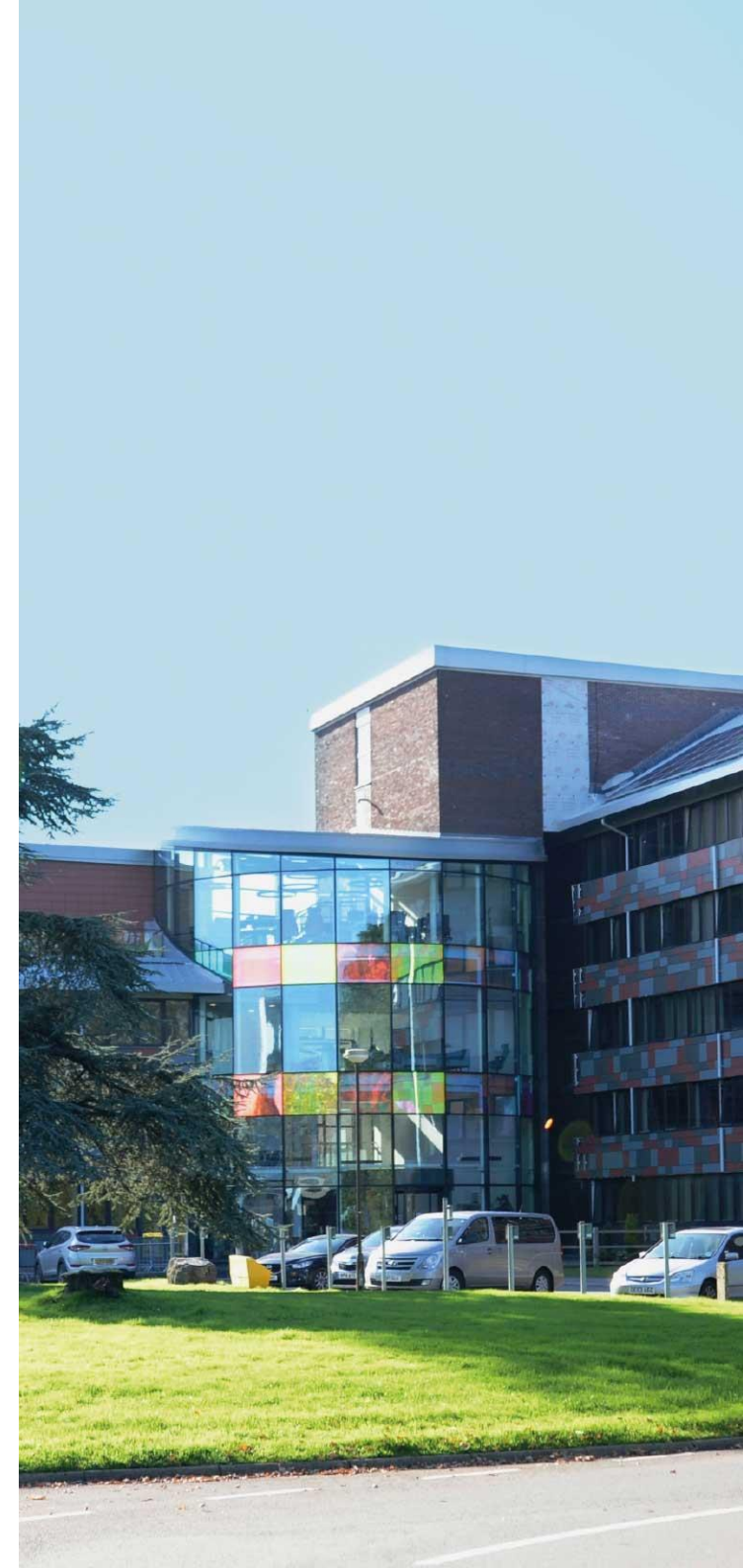
Joanna, Digital Publishing

'ONS view flexible working as a real strength and actively encourage a great work/life balance, which as a parent I am so grateful for'

Rachel, DST People

'A modern and flexible working environment with a focus on staff and culture'

Tom, People & Business Services



Digital Services & Technology

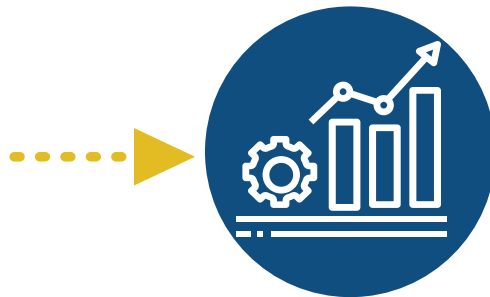
As a directorate, our purpose in Digital Services & Technology (DST) is to enable innovation at speed and scale, to keep ONS at the forefront of providing high quality data and analysis to inform the UK, improve lives and build the future.

As a trusted partner, we work collaboratively with customers across the organisation to identify leading-edge technologies and ways of working to deliver technical and digital solutions that meet the needs of the ONS and wider government.

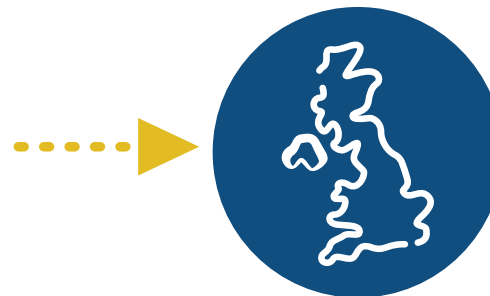
We



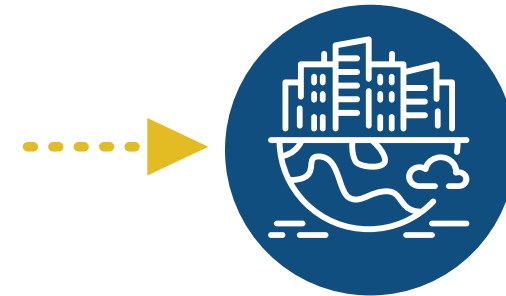
Innovation at speed and
scale



Providing high quality
data



Inform the UK



Build the future

**THINK BIG**

The bigger our ambition, the more we will achieve. We will not be constrained by what's possible today, instead we will consider the full range of possibilities and opportunities.

**DO SMALL**

By breaking tasks down into smaller chunks, we will be more likely to deliver and succeed on our path to the big thing.

**ACT FAST**

The faster we act, the faster we learn, from both our failures and successes. We will feed our findings back to continually improve.

Think **BIG**

Do **SMALL**

Act **FAST**

Programme in a nutshell

Our Year in Industry placement is the first year in our DevSecOps Software Engineer Graduate Programme.

All Year In Industry placement students will be invited to apply for a place on our graduate programme in the final quarter of the Year In Industry placement.

If successful, this could include a part-time role with hours to suit you as you complete your final year, as well as a graduate role in one of our DevSecOps teams on completion of your education.



Programme overview

Our DevSecOps Software Graduate programme is a 3 part programme to support and develop future software engineers, giving you the opportunity to work as a member of our DevSecOps team structure as you gain valuable technical and personal skills to support your future progression.

Phase one:

As a Year in Industry student we offer you the opportunity to rotate around different teams to broaden your experience. You will be provided with a comprehensive training programme and all the support you need to develop both your technical and personal skills.

Towards the end of the Year in Industry all participants will be offered the opportunity to interview for our ongoing graduate programme.

Phase two:

If successful, you will be offered part-time employment whilst you complete your studies, working with us part-time around your education. We will continue to work with you, giving you valuable work linked to your education, and allowing you to progress and prepare you for a graduate role. At the end of your education you will have a guaranteed interview for a permanent role as a graduate with us.

Phase three:

As a graduate, you will join our software engineering teams as you continue to progress and develop in your career, and in the following April, you will be eligible to apply for progression to a more senior grade.

About the Role

Software Engineer - Year In Industry programme

Location: Newport or Titchfield

Salary: £23,630

How you will work

Working as part of our development team, you'll be using agile methods and enjoy working openly and collaboratively as part of a multi-disciplinary delivery team.

Working alongside user researchers, interaction designers, product owners, architects and analysts you will be building and supporting a range of products and platforms.

What will you do:

You will play an integral part of your team and will be part of the wider Software Engineering Community of Practice who will also provide you with plenty of opportunity to learn from peers in a supportive environment.

At ONS we use a wide range of programming languages to deliver our services and products, including:

Spark, Python, Scala, Go, Node, Ruby, SharePoint, Java, R, SAS, SQL, NoSQL,

Hadoop and web frameworks such as Rails or Django.

And our services are built on a cloud-first infrastructure approach that includes AWS, Azure and Google, with on-premise Cloudera.

Where possible we follow the principle of coding in the open and we publish our code to GitHub under <https://github.com/ONSdigital>

What we will do for you:

Over your year with us we will provide a learning programme and opportunities to rotate between teams, and you will be coached and supported to:

- Deliver high quality code.
- Build, support and continuously improve software products to meet user needs.
- Test (manual and automated) to ensure standards are met.
- Contribute to coding standards and perform code reviews.
- Support software design principles, such as re-use, open source solutions, 12-factor and iterative delivery.
- Actively participate in a wider community of software developers – sharing experiences and identifying good practices.

What are we looking for?

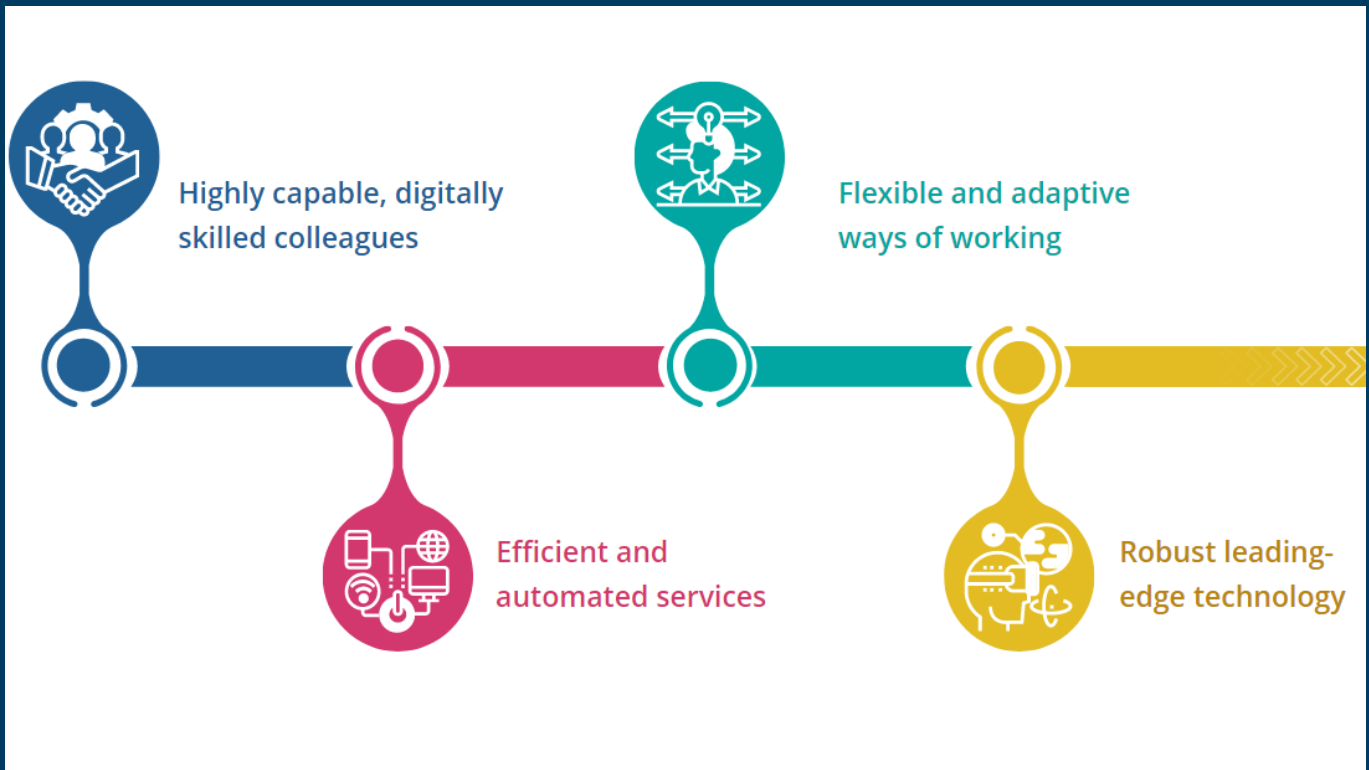
We do not expect you to be expert in anything, but we do want enthusiastic people who are keen to learn what it's like to be a software professional in the real world.

Perhaps you manage your own open source projects, have developed a mobile app or coded on a Raspberry Pi. We can help you to develop those skills further.

You will work on an existing projects or programmes where you will be coached and helped to become a fully-contributing member of our team for the duration of your placement.

We will be looking for the following:

- You'll have a passion for building software and an aptitude for technology.
 - You'll have experience of identifying and selecting the right technical tools and techniques for the job.
 - Your aptitude for IT will be complimented by your ability to work at pace, to collaborate and partner with others and to provide a quality service.
 - You will be someone who continuously seeks opportunities to change and improve the products and platforms that you work with.
- You'll be able to apply your knowledge of agile delivery and other techniques such as Test-Driven Development, Behaviour-Driven Development and Pair Programming to the work you do.
 - You must be studying for a degree or a Masters in a subject relevant to the post you are applying for and be returning to university after completing your placement.



Think **BIG**

Do **SMALL**

Act **FAST**

Selection Approach

Application

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

Application stage will be based on your CV and should be tailored to demonstrate any skills, knowledge and experience that are relevant to the content of the role, specifically the criteria within the person specification.

Success Profiles Behaviour examples are not required at the application stage.

Sift

In cases where there is a high number of applications the sift pass mark may be adjusted and candidates will be invited to interview in merit order, i.e. those scoring the highest.

Interview

Should you be invited to interview, you will be assessed using various assessment techniques aligned to the Civil Service Success Profiles framework, where you'll be assessed against the following behaviours:

- Delivering at Pace
- Changing and Improving
- Working Together

Interviews will be conducted by Video Conference using Microsoft teams, and full instructions will be sent in advance.

Reserve Lists

A reserve list of candidates that pass the interview but are not selected for a post will be held for a period up to 3 months from which further appointments may be made.

Recruitment Timetable

Vacancy live

Expected January 2022

Closing date

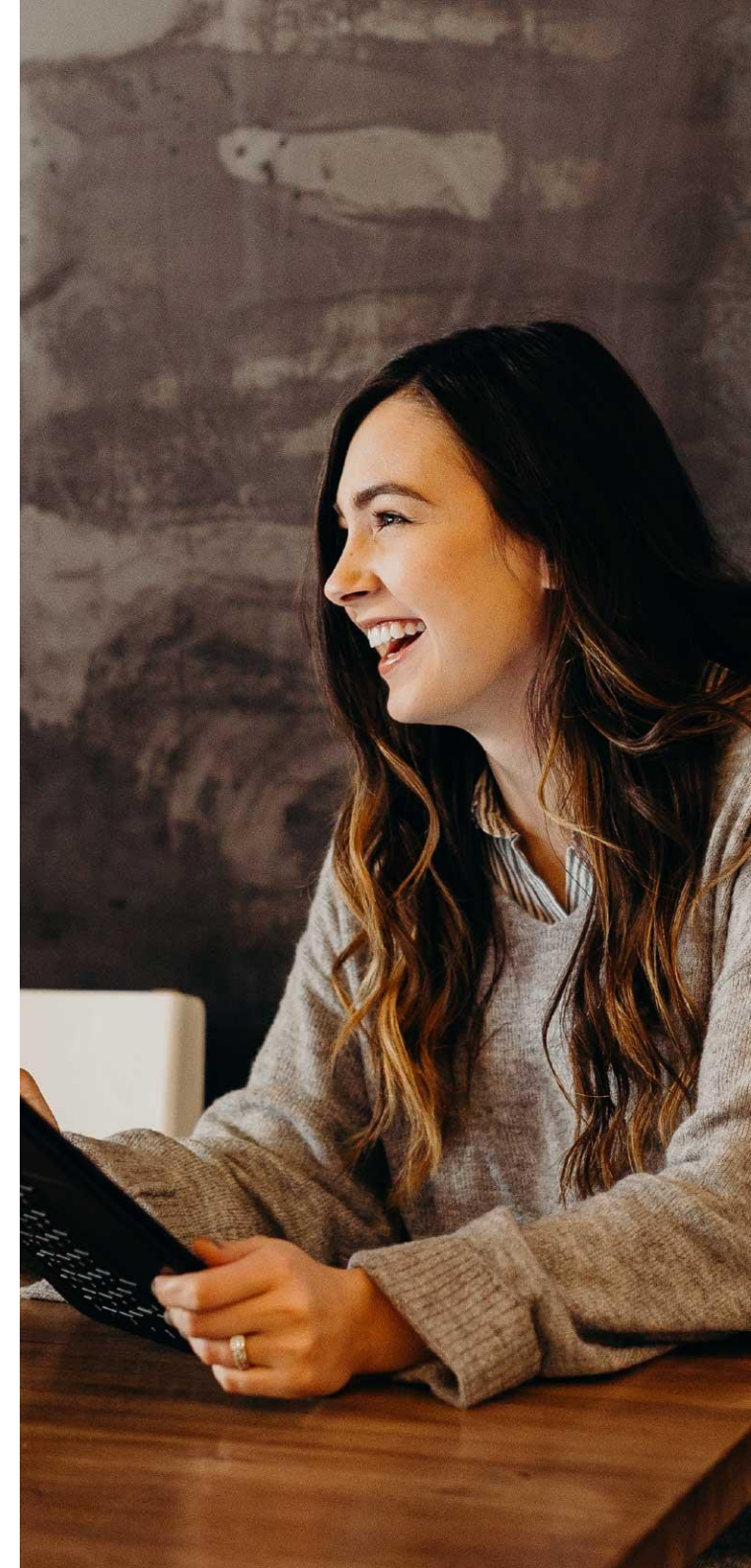
Expected February 2022

Interviews

Expected March 2022

Candidate appointed

The department, as an Equal Opportunities Employer, actively encourages applications from people with disabilities and operates a guaranteed interview scheme for disabled people (as defined by the Equality Act 2010) who meet the minimum essential experience criteria for this appointment set out in the person specification. Applicants who request this, and meet the minimum essential requirements will be guaranteed an invitation to an interview.



Contact

**Thank you for your
interest in this
position.**

If you have any questions,
please get in touch:

Hiring Contact

E: darren.weeks@ons.gov.uk