

## Senior Software Engineer

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| Job title  | Senior Software Engineer   |
| Location   | Remote working and office based are both possible but you must spend regular time at our Westminster, London office to work directly with the rest of the team |
| Role       | Permanent, 5 days per week   |
| Salary     | £55,000 to £65,000 depending on experience   |
| Start date | As soon as possible  |
| About us   | <a href="#">Company website</a>  |

### About the role

We're growing our technology team and looking for a Senior Software Engineer who believes in that data and technology can empower people and change lives. This role offers the chance to shape both our engineering culture and the future of a mission driven company while developing your skills.

We're looking for someone to lead and support our engineering team, taking responsibility for new development work, improving how we operate, and updating our existing technology. If you're experienced, impact driven, and looking for a role where you can take the lead, we'd love to hear from you.

The role will involve a diverse range of activities, including:

- Working as a full stack developer, including front end, back end, CICD, IaC and security, from maintenance and bug fixes to design and release of new features
- Driving the development team, growing junior team members, and helping the team as a whole work well with each other and the rest of the company

- Investing in and improving team skills and practices through co-mentoring, pairing, code review and leading by example
- Communication, stakeholder management and relationship building to support an engineering team that's known as a trusted partner for marketing, sales, policy & operations and is an integral part of the business
- Shaping the company's thinking on software, technology, architecture and how to build systems that work for us, for our customers and our users over the long run
- Co-ordinating development through internal relationships with product management, compliance and operational staff
- Managing external technical relationships with e.g. pen testers, infrastructure specialists, accessibility testers and contractors
- Contributing to technical discussions and scoping of work internally and with clients
- Ensuring the security of data entrusted to the organisation, minimising the risk of security breach, potential data loss or downtime, and engaging in post-mortems and follow-up when things do go wrong (or right)

Your work at Policy in Practice will place you at the forefront of technology in the government space. You will be keen to develop the team's skills across the full stack and excited by the potential for improving people's lives. This will be a challenging role; you will be hands on, unafraid of getting stuck in and focused on great results.

## Technical requirements

Interest and aptitude for ongoing learning and development in these and related technologies are more important than what you know today:

Our benefits model uses:

- JavaScript
- TypeScript
- Node.js

- Angular, transitioning to React
- Mocha, Chai and Playwright
- AWS (S3, Cloudfront, Lambda, Fargate, DynamoDB, RDS MySQL)

Our data analysis workflow uses:

- Node.js
- AWS (RDS PostgreSQL, Fargate, Lambda, S3)
- Stata and Excel (used by policy and analysis teams)
- Python
- Tableau

Our development practices include:

- Standard JS / TS / Python language coding styles
- Testing using Mocha, Chai, Jasmine and Cypress/Playwright
- GitHub
- CI/CD (GitHub Actions) dependent on code review and automated quality checks
- AWS CDK
- Working in sprints, with epics, tickets and roadmaps on Jira, and quarterly roadmap review

## About Policy in Practice

Policy in Practice believes data and technology can empower people and change lives. Our goal is to be the single point of access for all people on means tested benefits, and enable effective public services through citizen centred services.

We aim to reach as many households as possible across the UK. We will do this via growth of existing products in public and private sector organisations and through expansion into new markets.

Policy in Practice is at a pivotal point as we continue to move from start-up to scale-up. We have invested in our capability, and development has moved from ideas to prototypes and, in some cases, to production.

## Policy in Practice's vision and mission

### **Vision**

We believe data and technology can empower people and change lives.

### **Mission**

We empower people via proactive, integrated support. We will help more people to live better lives using our expertise in social policy, data and technology.

We are transforming the way society supports low income families through citizen centred approaches. We focus on improving how all policy areas, sectors and journeys combined can have an impact on people and their outcomes.

### **Values**

#### **Purposeful and passionate**

- We push for opportunities to improve, not just for our clients or for ourselves, but also for the people who need our help.
- We take responsibility. Details Matter. We have a genuine passion to help people, with a willingness to take action.

#### **Insightful and impactful**

- We go beyond straightforward analysis to get to the 'So What?', driving our policy insight and services to deliver impact.
- We think deeply and communicate simply in a way that helps people make the right decisions.

#### **Respectful and supportive**

- We are willing to discuss and debate openly, listening to both sides and relying on evidence and strong relationships to reach shared positions.
- We have each other's back.

### **Why work here?**

- Working in a thought-leading organisation where you can empower people and change lives.

- Flexible working arrangements with hybrid and remote working available
- Opportunities for quick career progression
- Policy in Practice colleagues say:

*“Everyone is lovely and we do such impactful work. There is a very caring employee culture, and a drive to share expertise.”*

*“I appreciate how our work helps shape policies and the supportive team environment here encourages everyone to grow. Flexible working options make it easier to balance life and work and our inclusive culture makes this a welcoming place to be.”*

*“The work is extremely meaningful and translates directly into tangible benefits.”*

## How to apply

Please send your CV with a cover letter that clearly outlines your suitability and your interest in the post to [jobs@policyinpractice.co.uk](mailto:jobs@policyinpractice.co.uk) as soon as possible.

## Interview process

After each stage of the process, we will let you know within two days whether we wish to continue to the next stage:

1. **Initial sift:** We will look at your CV and cover letter and decide whether your skills, experience, availability and expectations match to what we’re looking for
2. **Initial interview:** We will talk about the role, ask about your previous experience of working with technology and of managing or guiding development, ask a couple of technical questions to understand how you think through technical challenges, and answer any questions you might have. The interview should last around 30 minutes
3. **Pair coding:** This is intended to understand your technical skills, facility with code mentoring, and ability to establish rapport with the existing team. We will organise a one hour remote pairing session, during each of which you will work through a technical challenge with one of the developers you will be managing using a screen share

4. **Final interview:** The CEO and/or MD will give feedback, ask any remaining questions and resolve any concerns arising on either side. The interview will last between 30 minutes and one hour
5. **Offer:** We let you know we would like to offer you the role, and would look to negotiate and send out a contract within one week at most.