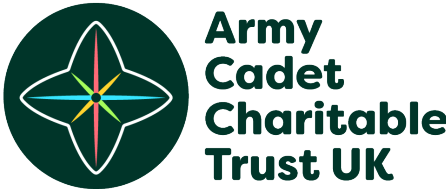


Software Developer

40 hours per week. Permanent contract



Department:	Cadet Digital Services	Level:	Technical - 2
Reporting to:	Product Owner	Location:	UK-based (with flexible working arrangements)

Job Description

Purpose of the Post

Our Software Developers supports the development and maintenance of digital applications delivered by Cadet Digital Services, primarily on the Westminster MIS platform. Using Oracle APEX and related technologies, you'll work within an Agile environment with CI/CD pipelines and industry security principles. The role contributes to building secure, user-friendly functionality that helps reduce administrative effort for volunteers and staff.

Working as part of a collaborative digital delivery team alongside a Solutions Architect, the developer will deliver well-structured, secure solutions in line with MOD digital and security standards, supporting the effective delivery of cadet activities across the UK.

Principal Responsibilities

- Develop and maintain application components using Oracle APEX, PL/SQL, and related technologies.
- Implement user interface elements and application logic in line with existing designs and patterns.
- Collaborate closely with your product owner, testers, and other team members to understand requirements and contribute to user-focused solutions.
- Participate fully in Agile ceremonies (daily stand-ups, sprint planning, reviews, and retrospectives) and work within agreed sprint commitments.
- Apply established MOD standards for security, accessibility, and performance across all development tasks. Take part in estimating, code reviews, testing, and documentation to support quality and maintainability.
- Contribute ideas for improvements and raise technical issues through the team's established processes.
- Resolve bugs and minor enhancements raised by the Service Operations Team, prioritised and assigned to sprints as part of the development workflow.
- Suggest improvements and raise technical issues through established team processes.
- Continue developing knowledge of Oracle APEX and best practices through day-to-day delivery and supported learning.

Software Developer – January 2026

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Key Competencies

Criteria	Essential	Desirable	Methods of assessment
Qualifications and Training	<ul style="list-style-type: none"> Degree or equivalent experience in Computer Science, Software Engineering, or a related field Formal training or certification in Oracle APEX development (or demonstrable equivalent experience). Knowledge of DevOps practices and tools 	<ul style="list-style-type: none"> Training or experience with Agile or Scrum methodologies Awareness of MOD or public sector digital standards, including Secure by Design and accessibility requirements. 	Covering letter, interview, references, certificates
Experience and knowledge	<ul style="list-style-type: none"> Proven experience developing applications using Oracle APEX in a production environment Knowledge of PL/SQL, SQL, and Oracle database design principles. Experience working collaboratively within a multidisciplinary digital team (e.g. developers, testers, product owners). Understanding of software development lifecycle 	<ul style="list-style-type: none"> Experience developing within a Defence, public sector, or similarly secure environment. Knowledge of Oracle APEX integration with third-party APIs or external data sources. 	Covering letter, interview, references
Skills and ability	<ul style="list-style-type: none"> Problem-solving skills with the ability to analyse complex requirements and translate them into effective technical solutions. Ability to write clean, efficient, and well-structured code with attention to performance and security Familiarity with CI/CD pipelines to automate testing and deployment processes. 	<ul style="list-style-type: none"> Confidence in presenting ideas, prototypes, or technical options to stakeholders. Ability to mentor or coach other developers and support knowledge sharing within the team. 	Covering letter, interview, references

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