

# Data Engineer (Development Role) - Civil Service Jobs

WCN

The selection process will be designed specifically for the role. As a result, your assessment could include:

- **An interview**
- **A Test:** The test consists of a conceptual scenario that will be sent to the candidate a few days before their interview. During interview the candidate will be asked to discuss each of the questions posed in the scenario. It is expected that the preparation time for the test should be about 1 hour.

The sift is due to take place w/c 15/08/2022  
Interviews are likely to be held w/c 29/08/2022

We will try to meet the dates set out in the advert. There may be occasions when these dates change. You will be provided with sufficient notice of the confirmed dates.

## **Short-list Criteria**

You will be short-listed against the following criteria:

### **Technical Skills:**

- Track record of successfully contributing to resilient and scalable data pipelines
- Capable of using cloud technologies such as AWS/Azure/GCP
- Good programming ability, ideally in Python, along with programming best practice
- Experience of tools/techniques such as SQL, database types, data formats
- Demonstrable experience of pipeline logging

## **Interview Criteria**

### **Behaviours:**

- Communicating and Influencing
- Working Together

### **Technical Skills:**

Test:

- Data ingest and pipeline building
- Data storage and cataloguing
- Approach to delivering software
- Stakeholder engagement

The test consists of a conceptual scenario that will be sent to the candidate a few days before their interview. During interview the candidate will be asked to discuss each of the questions posed in the scenario. It is expected that the preparation time for the test should be about 1 hour.

## **Further Information**

We have adopted anonymised recruitment. This means that your name, date of birth and other personal details will not be seen by the sift panel.

We may hold a merit (reserve) list for up to 12 months. During this time, if a similar role is identified and you have been placed on the merit list you may be considered for the post.

It is likely we will be able to start your employment with BPSS clearance (your clean DBS certificate and satisfactory references that we will obtain) before your SC/DV clearance is successful – this is called a conditional offer.

You will be presented with an unconditional offer only once you have obtained the necessary level of clearance for the role.

If you fail to gain SC/DV clearance, whichever is appropriate for the role you have applied for, your employment with UKHO will be terminated immediately.

Our ability to start employment on a conditional basis is subject to the specific requirements of the role and cannot be guaranteed; please contact our recruitment team if you would like further information: [Recruitment.queries@ukho.gov.uk](mailto:Recruitment.queries@ukho.gov.uk)

Please note, if you have not been resident in the UK for the last 5 years (for SC clearance) or for the last 10 years (for DV clearance) then you may be requested to supply the information below:

- Evidence of your actual overseas residence (bills or rental agreements confirming addresses etc)
- Police Certificate providing confirmation that no criminal record is held in the overseas country of residence.
- Reference/Confirmation of employment from an employer in the overseas country of residence.
- Reference/Confirmation of residence or travel from friends, companions or fellow travellers that have knowledge of or have been in the company of you, when resident outside of the UK.
- Reference from a UK based organisation maintaining contact with a sponsorship of you, while residing overseas

### **Disability Confident – Guaranteed Interview**

UKHO embraces diversity and promotes inclusion and equality of opportunity. We are a Disability Confident employer, which includes offering a guaranteed interview to candidates with disabilities, providing they meet the minimum selection criteria.

By 'minimum selection criteria' we mean that the evidence you provide in your application must demonstrate that you meet the minimum pass mark, set by the short-list panel, for each criteria listed in the 'short-list' section, above. The short-list panel will not be made aware of any disability you may choose to declare; this information will be processed solely by HR, in accordance with Data Protection legislation.

### **Civil Service Recruitment**

From 01/10/2020, UKHO's HR Department is to provide a Fair Processing Notice (FPN) to all new applicants after they have been successful at interview. These candidates will be informed that, as one aspect of pre-employment screening, their personal details – name, NINO and date of birth - will be checked against the Civil Service Resourcing Extract Internal Fraud Database (IFD) and that anyone included on the IFD will be refused employment unless they can show exceptional circumstances.

UKHO's HR Department will also include the FPN wording advising of the check against the extract IFD in the advert for employment for the pilot departments.

UKHO's HR Department will, on behalf of the vacancy holder, inform applicants when they are refused employment because of their inclusion in the IFD.

From 28/06/2021- All new applicants, after they have been successful at interview, will be checked against the HMRC PAYE Employment History Database to verify employment records.

UKHO's HR Department will, on behalf of the vacancy holder, inform applicants when the employment check will be carried out.

UKHO's HR Department will inform the candidate if the check verifies the employment history.

UKHO's HR Department will inform the candidate if the check shows gaps in the employment history and will request references from the applicant to cover the employment gaps.

### **Civil Service Commission**

Recruitment into the Civil Service is governed by the Civil Service Commission which has two key functions.

- To maintain the principle of selection for appointment to the Civil Service on merit on the basis of fair and open competition.
- To promote an understanding of the Civil Service Code which sets out the constitutional framework in which all civil servants work and the values they are expected to uphold, and to hear and determine appeals made under it. More detailed information can be found at on the Civil Service Commission website:  
<http://civilservicecommission.independent.gov.uk>

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