

## Front End Developer

**Level:** Junior Engineer/Engineer/Senior Engineer (SFIA 3-5)

**Location:** Gloucestershire

**Job Type:** Full-time, 37.5 hours per week

### About Austin Elliot

Join Austin Elliot Consultancy, where digital transformation meets human-centred delivery. We are a growing consultancy specialising in technical delivery, digital transformation, systems engineering, and organisational change across Defence, National Security, Government, and Critical National Infrastructure sectors.

Our mission is to become the partner of choice for digital transformation by helping organisations realise the full potential of their people, technology, and data. We believe that successful transformation is built on trust, collaboration, and empowering those closest to the problem.

Our values of integrity, humility, leadership, and selflessness underpin everything we do. We are committed to creating an environment where talented people can grow, contribute, and do meaningful work that delivers lasting impact.

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### The Opportunity

We are looking for a Software Engineer to join our growing engineering practice. You will work alongside architects, engineers, designers, and customers to build and maintain secure, scalable, and user-focused digital services that deliver real-world outcomes across government and public sector programmes.

Working within agile, multidisciplinary teams, you will contribute to the design, development, testing, and maintenance of modern web applications and digital services. You will collaborate with technical and non-technical stakeholders to understand user needs, develop robust solutions, and continuously improve the quality, security, and reliability of the software we deliver.

This role offers the opportunity to work with modern frontend and backend technologies whilst contributing to meaningful projects that make a genuine difference.

Depending on experience and level, you may also contribute to technical decision-making, mentor junior colleagues, support solution design activities, and help develop the wider engineering community within Austin Elliot.

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## In This Role You Will

- Develop and maintain backend services and APIs using Java and related technologies.
- Build responsive, accessible, and user-centred interfaces using modern frameworks such as React, Vue, or Angular.
- Design, implement, and maintain automated testing using frameworks such as JUnit, Vitest, Playwright, Cypress, Cucumber, or similar technologies.
- Collaborate with architects, engineers, testers, business analysts, and customers to deliver high-quality software solutions.
- Work within Agile delivery teams, participating in planning, estimation, reviews, retrospectives, and daily stand-ups.
- Contribute to CI/CD pipelines and DevOps practices to support reliable and secure software delivery.
- Develop and maintain containerised applications using modern deployment approaches.
- Troubleshoot and resolve defects, performance issues, and operational incidents.
- Produce and maintain technical documentation appropriate to the solution lifecycle.
- Support continuous improvement of engineering standards, tooling, security, accessibility, and development practices.

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## What We're Looking For

We recognise that great engineers bring different experiences and strengths. If you meet many, but not all, of the criteria below, we would still encourage you to apply.

### Essential

- Strong Java development skills.
- Proficiency in modern JavaScript development.
- Experience with at least one modern frontend framework such as React, Vue, or Angular.
- Experience developing and maintaining web applications in a commercial environment.
- Understanding of RESTful API design and integration.
- Confidence working within Linux-based development environments.
- Experience with automated testing frameworks such as JUnit or equivalent.
- Knowledge of software engineering best practices, including version control, code reviews, and secure development principles.
- Ability to work effectively within Agile delivery teams.
- Strong problem-solving, communication, and collaboration skills.

### **Desirable**

- Knowledge of MongoDB or other NoSQL database technologies.
- Familiarity with GitLab and CI/CD pipelines.
- Containerisation experience using Docker.
- Exposure to modern frontend tooling such as Vite and Vitest.
- Experience using development environments such as Visual Studio Code.
- Knowledge of automated UI and end-to-end testing approaches using Playwright, Cypress, Protractor, Cucumber, or similar tools.

### **Advantageous**

- Knowledge of AWS services and cloud-native development practices.
- Understanding of microservice architectures and distributed systems.
- Familiarity with JBoss application servers.
- Experience working with YAML-based configuration.
- Knowledge of RESTEasy.
- Exposure to workflow or diagramming libraries such as JsPlumb.
- Experience delivering technology solutions within Government, Defence, National Security, or wider public sector environments.

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### **Career Development**

At Austin Elliot, we invest heavily in our people.

You will have access to:

- SFIA-aligned career pathways.
  - Structured mentoring and coaching.
  - Professional certifications and training.
  - Opportunities to work across software engineering, cloud, AI, systems engineering, architecture, and digital transformation disciplines.
  - Access to experienced technical leaders and subject matter experts.
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## What We Offer

- Competitive salary.
  - Personal and company bonus scheme.
  - Business development commission opportunities.
  - Life Assurance and Private Medical Insurance.
  - 28 days annual leave plus your birthday.
  - Option to purchase up to two additional weeks of holiday.
  - Generous pension contributions with access to a personal financial adviser.
  - Car scheme.
  - Flexible and hybrid working arrangements.
  - Modern Cheltenham offices with parking and collaborative workspaces.
  - Generous funding for professional and personal development.
  - Long-service rewards, including additional holiday, enhanced pension contributions, retention bonuses, and charitable giving contributions.
  - A supportive and collaborative team culture with regular social and networking events.
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## Additional Information

This role requires security clearance. Applicants must already hold the required clearance and be able to maintain it throughout their employment.

If you require any reasonable adjustments during the recruitment process, please let us know and we will be happy to support you.

Austin Elliot is committed to creating an inclusive workplace where everyone feels respected, supported, and able to contribute. We welcome applications from people of all backgrounds and experiences because we believe diverse teams deliver better outcomes for our clients, our colleagues, and the communities we serve.

[Apply for this role](#)