ICT Software Developer

£34,434 to £36,363 per annum + benefits

About the role

We are seeking to fill an upcoming vacancy for the role of ICT Software Developer.

This is a varied and interesting role, supporting the ICT team with the transformational change projects and the design, development and support of software solutions that improve service delivery and internal business processes.

Reporting directly to the Development Officer you will be responsible developing, enhancing and maintaining applications and integrations, working closely with colleagues across the Service to understand requirements and deliver reliable, secure and user-focused solutions.

The successful candidate will be able to demonstrate a strong commitment to the TWFRS Values of Safety, Integrity, Inclusivity and Learning and champion these in their day-to-day work. They will also demonstrate and the highest standards of ethical behaviours and champion these in their day-to-day work in compliance with our ethical code of conduct.

We welcome applications from all sections of society with the necessary skills, qualifications and experience and encourage applications from underrepresented groups in our workforce or society.

About Tyne and Wear Fire and Rescue Service

Tyne and Wear Fire and Rescue Service are one of the UK's leading Fire and Rescue Services for responding and innovation. We pride ourselves in striving to 'Create the Safest Community' and our dedicated, and diverse workforce are committed to delivering this.

Tyne and Wear Fire and Rescue Service Headquarters are located in purpose built premises based in Washington, within easy reach of the A1 and A19. On site facilities include a staff gym, ample free parking and canteen facilities.

As the ICT Software Developer you will:

- Be responsible for the development, configuration, testing and ongoing support of software applications and systems used across the Service.
- Work with ICT colleagues and service users to gather requirements, translate business needs into technical solutions and deliver them in line with agreed priorities.
- Contribute to the maintenance of documentation, coding standards and good development practices.

- Support the investigation and resolution of software-related incidents and problems, ensuring issues are resolved effectively and lessons learned are captured.

We are seeking a candidate who has demonstrable experience of:

- Showing excellent troubleshooting and problem-solving skills, with the ability to diagnose issues and identify appropriate solutions.
- Developing and supporting software applications, including writing, testing and maintaining code.
- Working with databases and data structures to store, retrieve and manipulate information securely and efficiently.
- Collaborating with technical and non-technical stakeholders to understand requirements and explain technical concepts clearly.
- Managing their own workload effectively and working both independently and as part of a team.

About our ICT team

The ICT Department covers the support and implementation of all aspects of Information, Communications and Technology for the entire organisation, across all sites and staff. With the ever-increasing reliance upon technology to make our working lives easier, our team provides critical support to almost every aspect of operational delivery. We are keenly focused on ensuring that all technology driven services support our colleagues in the most efficient and reliable way possible.

The Selection Process

Set out below are the key dates relating to this selection process:

Stage	Timeline*
Advert closes	Friday 15th May 2026 at 12 noon
Notification of shortlist	W/C 18th May 2026
Technical interview with a panel.	Tuesday 26th May 2026

Please note the dates and stages detailed may be subject to change

Interested in applying?

Further details can be found in the accompanying job description and person specification. You are required to submit a supporting statement of no more than 1000 words which should demonstrate how you meet the criteria stated on the person specification and job description.

Further information about our Service can be found by visiting www.twfire.gov.uk and our various social media channels. For further information about the role, please contact wayne.longtonworley@twfire.gov.uk

Reasonable Adjustments

We are a Disability Confident Leader. If you require any reasonable adjustments to the recruitment process, please email: recruitment@twfire.gov.uk

Safer Recruitment

We are committed to safeguarding and promoting the welfare of Adults, Children and Young People. Our recruitment and selection procedures reflect this, and all staff are expected to share this commitment.

Pre-employment checks

The successful applicant will be subject to our pre-employment screening process which includes an Enhanced DBS check relevant to the role, completion of an occupational health medical questionnaire and a substance abuse test. We will also conduct right to work and reference checks.

Please submit your application form by no later than 12 noon on Friday 15th May 2026.