Level 4 Software Developer Apprenticeship

Division/Dept	**Location**
Digital and Technology	Store Support Centre in Holborn, London

In a nutshell

We're looking for talented apprentices to join our software development team. They develop the digital and technology products and services that will transform our industry. Because online and digital is huge in retail and growing all the time, our team is expanding. So we need apprentices. It's a brilliant opportunity to join us on a two-year programme of college learning alongside hands-on learning in a fast-paced workplace.

You'll start with a six-week boot camp where you'll learn core skills, then you'll move into the team to work on real projects. During the programme you'll learn coding languages including Java, PHP, Python, JavaScript and Golang. We'll help you grow your knowledge with one and two week training courses that build up your technical and business skills. At the end of two years, you'll be a fully-fledged software developer, ready for a role in any phase of the software development lifecycle.

How I will succeed

During the apprenticeship you will need to show that you have a certain level of understanding for a number of technical skills, attitudes and behaviours. You will get the opportunity to practice these skills, attitudes and behaviours in the workplace and during your training. You'll also receive on-going feedback from mentors, assessors and line managers, including regular performance reviews.

What I need to know

You don't need any experience of coding in the workplace. You just need to show us your passion for technology and desire to make the most of this opportunity. You also need to show an understanding of our business and that you can handle studying at the same time as working in an energetic environment.

To apply for the Level 4 Software Developer apprenticeship you need to have passed a Level 3 qualification or equivalent* and have GCSE Maths and English (Grade C or above). If you took ICT GCSE, you'll have a Grade C or above.

*Level 3 or equivalent means A Levels (2 or more advanced level passes); 4 or more AS Levels; QCF Diploma Level 3; QAA Access to HE; Advanced 14-19 Diploma; GNVQ Advanced; NVQ Level 3; AVCE double award; Tech levels which are in the 16-19 Performance Tables; Early Years Educator qualifications which are 30 credits or more (or 300 guided learning hours or more); QCF Certificate at Level 3 which is 30 or 36 credits.

What I need to show

Motivation: A passion for coding and development. It might be through school or college work or projects in your own time. Enthusiasm for a career at Sainsbury's and for our vision and values.

Analytical thinking / problem solving: You can analyse problems and make accurate decisions at the right time. You can often spot problems and potential in coding and development before others. You have a curious mind-set, asking questions and looking for new opportunities.

Explaining clearly: You can understand and explain issues to others effectively.

Growth mind-set: You look for chances to grow your knowledge and skills and you're open to feedback. You take charge of your own development and believe that effort leads to success.

Team-working: You have a positive attitude and enjoy working in a team to achieve success together. You like and trust your colleagues.

Resources available to me

Support from our training provider:

Assessor: your business coach who will support you through the qualification over two years.

Trainer: your trainer will help you to develop the technical skills you're learning in the workplace. You'll also have access to an online training portal.

Curriculum Manager: makes sure the training delivered is effective and meets its goals.

Learning Support Officer: provides information, advice and guidance throughout the programme. You may also use the Business Support team to get an Apprenticeship Oyster Card and book any exams you need to sit.

Support from the workplace:

Early Careers team: hold regular catch ups with you throughout the programme to check you're on track.

Line manager and mentor: give on-going feedback and meet you regularly to review your progress.

How our recruitment process works:

Stage 1: Online application. Answer some essential requirement questions and complete an application form.

Stage 2: A short telephone interview to verify the details in your application form.

Stage 3: If you meet our stage two requirements, you attend a competency and motivational interview at our training provider's office in Central London. You'll complete a Maths, English and IT test: the pass mark is the equivalent of a C at GCSE.

Stage 4: If you're successful at stage three, you'll attend a half-day assessment centre at Sainsbury's Store Support Centre in Holborn. It's your chance to show us you have the competencies and behaviours you'll need to succeed in the apprenticeship. You'll take part in a group exercise, have an interview and take a short logic test.