Senior Systems Developer

Context:
Technology plays a crucial role in enabling CAP's critical, poverty-busting work here in the UK and in our international operations. We are trusted to develop solutions to CAP's changing needs and to support staff and our partner churches to seize opportunities offered by the rapidly evolving technological landscape.

Purpose:
The purpose of this role is to develop and maintain CAP's bespoke internal web applications, and to lead and support a product team of system developers. This involves working in a fast paced development team on systems that support our debt counselling work, our partnerships with churches/individuals and our other group services.

Passion:
We are passionate about using our technical skills to provide the CAP family with generous IT support and excellent solutions. Through this, we enable our staff and partner churches to serve our clients better and help deliver CAP's vision to see the UK church serving and including those most in need.

Personality:
We are an adaptable team operating in a fast-changing environment, who love technology and helping people do their jobs. We are dedicated and hardworking, fuelled by cake, biscuits and cups of tea.

Role

Accountabilities:
- To frequently spend time learning and following developments in technology and best practice, to improve yourself and the quality of the team's output.
- To take ownership of and project manage appropriate-sized solutions, from requirements to deployment, working closely with stakeholders to clarify and document problems and solutions and seeking technical feedback through design documentation.
- To develop high quality, secure, maintainable code that is tested, well documented and in line with the latest standards, best practices and agreed quality metrics.
- To triage, document and resolve issues and bugs as they are identified.
- To provide best-effort estimates of time and effort required to complete your ongoing work tasks, and a measure of your confidence in those estimates.
- To work to team goals, elevate team achievements and seek team improvements through leading training, participating in team retrospectives and code reviews and providing constructive feedback.

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- To act as a technical lead during incident response when appropriate and participate honestly in blameless postmortems.
- To escalate any technical issues, concerns or development delays.
- To make practical recommendations to the Principal Developer on new approaches, ways of working and tooling.
- To implement penetration testing, load testing and chaos testing of the systems within the scope of your team, working with the Operations team if necessary.
- To oversee the onboarding of any new developers to your team.
- To ensure team members are equipped to follow the documented coding practices through high standard code reviews and training.
- To work with the product owner and product manager to prioritise and allocate work to the developers in your team.
- To evaluate and advise on the performance of systems developers as required by the Systems Development Team Leader.
- To create and communicate (to the product team and the business) technical roadmaps for the systems within your product team in line with the architectural priorities set by the Head of Systems Architecture or the Principal Developer.
- To cultivate and reflect a healthy team culture, leading by example to motivate and inspire the developers, working with the Systems Development Team Leader and Principal Developer.

Measurable outputs:
- Work completed to scope in agreed timescales.
- Fewer than 6 logged incidents a year relating to systems in your product team.
- Minimum weekly deployment in at least one of the systems in your product team.
- At least one security or technical-debt related release per month.

Culture:
- Clearly live out and embrace the cultural values of CAP.
- Clearly demonstrate a heart and passion for the charity.
- Sincere acceptance, understanding and practice of the Christian ethos and purpose of the Charity.

Other responsibilities include:
- Being willing to pray with staff and be fully engaged with our Christ-centred culture.
- To encourage friends, family and other contacts to support the charity through the Life Changer program, and other fundraising initiatives.
- Attendance at annual CAP staff conferences.

The above job profile is a guide to the work you may be required to undertake but does not form part of your contract of employment and may change from time to time to reflect changing circumstances.

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Person

Education:
- Degree level or equivalent vocational training.

Experience:
Essential

- Minimum 3 years' experience using and applying software development concepts and practices, most of which in a team environment.
- Experience of technical leadership.
- Experience working using your own initiative.
- Experience working to a deadline.

Desirable

- Experience leading a team to meet key objectives or targets.
- Experience training and developing other systems developers.
- Experience working with Agile methodologies.
- Experience of project management.

Skills/abilities:
- Excellent knowledge of PHP, MySQL, HTML, Javascript/jQuery, CSS.
- A logical thinker, highly technical.
- Excellent communication at all levels including the ability to clearly communicate technical information.
- Ability to work in a proactive manner.
- Ability to work well under pressure.
- Ability to provide technical training and development to members of the team.
- Excellent evaluation, analytical and problem solving skills.
- Ability to develop strategic relationships with other teams and managers.
- Able to hold a good balance between detail and the big picture, with an excellent level of organisational awareness.

Christian commitment
- The candidate must be able to give both verbal assent to and practical demonstration of Christians Against Poverty's Statement of Faith and Core Values.
- Must be able to actively participate in prayer and worship, whether individual, small group or corporately, as an expression of own personal faith and in line with CAP's Statement of Faith.

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All adults working in, or on behalf of the CAP have a responsibility to safeguard and promote the welfare of children and adults. This includes: A responsibility to ensure a safe environment in which CAP Services can be delivered. Identify children and adults where there may be safeguarding concerns and to follow the CAP Safeguarding Policy in addressing any concerns appropriately.

CAP celebrates the value of diversity and our aim is for our workforce to be as inclusive as possible as well as representing the communities we serve. With this in mind, we welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are committed to continue building an environment that embraces diversity and includes all.

November 2021

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