

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 role of the systems developer is to develop and maintain bespoke internal web applications to support the work of CAP's head office and frontline teams. This involves working in a fast-paced development team on systems that support our debt counseling work, our partnerships with churches/individuals and our other services, for example CAP Job Clubs.

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 loves technology and helping people do their jobs. We are dedicated and hardworking, fuelled by cake, biscuits, and cups of tea.

Role:

Accountabilities:

- To work across different internal systems as the organisational needs change and grow.
- To work closely with others in the development team and our internal clients to ensure that developments and bug fixes meet the requirements and needs of our teams.
- To develop high quality, maintainable code that is testable, well commented, and in line with the latest standards on security, data protection, and coding best practice.
- Ensure each development improves code quality metrics.
- To ensure knowledge is shared across the IT team.
- To actively participate in code reviews, walkthroughs, and design discussions.
- Stay up to date with developments in technology and systems development best practice to apply to the development of CAP systems.

Job Profile: Technology

- To escalate any technical issues, concerns, or development hold ups to the Senior Systems Developer or technical lead on the project.
- To actively participate in architecture, technical strategy, and process improvement discussions.

Measurable Outputs:

- Work completed to scope in agreed timescales
- Achieve agree customer satisfaction results with internal IT systems
- Achieve targeted percentage accuracy of estimates and plans.

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 centered 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.

Person:

Education:

- Degree level or equivalent vocational training

Experience:

Essential

- Experience of software development concepts and practices
- Experience of having to work using your own initiative
- Good knowledge of email, browser/web and database technologies
- Experience of using and applying software development concepts and practices
- Experience working to a deadline.

Desirable

- Experience with various operating systems (Windows, Mac, Linux) as well as an excellent knowledge of email, browser/web and database technologies
- Experience of working in a development team, as well as working alone.
- Charity sector experience

Skills/Abilities:

- Excellent knowledge of PHP, MySQL, HTML, Javascript/jQuery, CSS
- Technically minded and adaptable
- Excellent communication at all levels including the ability to clearly communicate technical information.
- Ability to develop relationships with other teams and managers.
- Ability to solve problems, make quick decisions and to work in a proactive manner
- A logical thinker, able to work well under pressure
- Excellent problem solving, analytical, and evaluation skills.
- Able to hold a good balance between detail and the 'big picture', with a great 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 their own personal faith and in line with CAP's Statement of Faith.

All adults working in, or on behalf of 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.

June 2020