Job Description – Full Stack Web Developer

Job Title	Full Stack Web Developer
Line Manager	Lead Web Developer
Salary	£37,557 (plus £2,000 London weighting if applicable)
Contract	12-month fixed term (with potential to extend to 24 months)
Hours	37.5 hours per week Monday to Friday, flexible working with 10am – 3pm core hours, some evenings and weekends required
Based	London, Leeds, Cardiff, or Birmingham. (Currently remote working until office reopens, then 2 days per week in office)
Benefits	36 days' holiday (inclusive of bank holidays) increasing by 1 day per year up to a maximum of 41 days, employer contribution to pension, interest-free season ticket loan, professional development day allowance + budget, health cover cash plan
Start Date	ASAP

The Organisation

We mobilise the PhD community to support students who are less advantaged to access the most competitive universities and succeed when they get there.

Between 2021 and 2026, we will work with 100,000 students across the UK to help them to develop the knowledge, skills and confidence to access the most competitive universities. We estimate that this will result in 30,000 of these young people progressing to a competitive university. By the end of the decade, one in ten state school students at the most competitive universities will be a graduate of The Brilliant Club's Scholars Programme. We will also support 11,000 students from disadvantaged backgrounds to succeed once they enter universities. Our access and success goals are underpinned by three enablers; communities, capabilities and consultancy.

Every member of The Brilliant Club contributes to the success of our strategy. We hope that you'll consider joining us, as we work to create a fairer society where no child's education is limited by their background.

The Opportunity

We are excited to be recruiting a Full Stack Web Developer to join our technology team. This new role will help us to achieve a best-in-class digital experience for our pupils, colleagues, and partners, as we begin delivering our new five-year strategy that includes ambitious plans for digital transformation. It's an exciting time to be joining us!

The successful applicant will work in a small but dedicated team, and will help develop a new platform for pupils, tutors, and teachers. The role will require a driven and focused individual, able to use their experience of developing web applications to help us deliver a high-quality product. Demonstrable full stack web development experience is essential.

The Brilliant Club exists to increase the number of pupils from underrepresented backgrounds progressing to highly selective universities. We think it is important that our charity reflects the lived experience of our beneficiaries, and we want to be an organisation where employees from any background can thrive. We particularly welcome applications from disabled, Black, Asian and Minority Ethnic (BAME), Lesbian, Gay, Bi, Trans including non-binary (LGBTQ+) candidates, and candidates from low-income families. These groups are currently underrepresented at The Brilliant Club and we are committed to increasing representation and diversity at the charity.

To Apply	Please click here to fill out our Equality and Diversity Monitoring Form and here to submit your CV and cover letter. Please note that we will not consider applications that do not refer to this post.
Deadline	28th November 2021
Interviews	During the first two weeks of November 2021
Further Details	Please visit www.thebrilliantclub.org or call Chloe Hayes on 020 3005 3341

Person Specification

Time and Resource Management
- Delivers on plans, using appropriate product/project management tools.

Communication
- Listens to others and asks clarifying questions to understand complex requirements.

Initiative and Problem Solving
- Identifies problems, suggests possible solutions and effectively implements agreed solutions.

Role Specific Knowledge and Skills
- Essential – Experience with Javascript.
- Essential – Experience with React.
- Essential – Experience with Node.js.
- Essential – Experience with HTML & (S)CSS.
- Essential – Able to work with new technologies and adapt to new approaches.
- Essential – Strong collaboration and communication skills.
- Essential - Experience architecting scalable solutions and writing well designed, testable, code.
- Desirable – Familiarity with Agile and Continuous Integration approaches.
- Desirable – Experience with Salesforce CRM.

Role Specific Experience and Qualifications
- Essential – Computer Science degree, or equivalent professional experience.
- Desirable – Experience working in education and/or education technology.

Key Areas of Responsibility

The following areas of responsibility are the core of the role. However, the role is flexible and will vary according to the needs of the team, and the background and experience of the successful applicant.

Product Development:
- Adopts agile delivery principles to continuous delivery.
- Contributes to the development of well tested code.
- Works with the development team to maintain a well-structured, scalable, and secure web application.
- Plans and evaluates sprints, together with the product team.

Relationships & Communication
- Work in a cross-functional product team with colleagues from across the organisation and freelancers as required.
- Communicate product development updates to product team at sprints.
- Contribute to team updates on things that are going well, and things that require improvement.
- Identify improvements to ways of working with internal teams.

Management & Support
- Investigate issues/bugs and provide support to internal users in resolving.
- Deputise for the Lead Developer in times of absence.
- Support and champion the technology team and advocate new ways of working.
- Ensure the charity maintains the highest standards of information security protocols in product development.

Wider Support
- Supporting The Brilliant Club's wider activities as a university access charity, e.g. training events.

Safeguarding at The Brilliant Club

The Brilliant Club is committed to proactively safeguarding children, beneficiaries and staff and to taking reasonable steps to protect all those who come into contact with the Charity from harm. The safety and welfare of everyone affected by the Charity's activities, especially children, is a key governance priority. As part of our recruitment and selection process and commitment to safeguarding, we will undertake a Disclosure and Barring Service (DBS) check of all individuals in this role. Any offer of employment will be subject to a satisfactory disclosure report.