



Job Description

Job title	Web Developer
Reporting to	Web Development Manager
Staff responsibility	None
Location	Swindon based (with some flexibility to work from home)

What we do

Around the world, we're translating, producing and distributing the Bible, helping people learn to read it and relate it to their everyday life, and equipping pastors, teachers and other Bible communicators to promote its message. In England and Wales, we're resourcing churches and individual believers to increase their confidence in the Bible and working to change the perception of the Bible in wider culture. We believe the Bible is God's gift to the world, and we want everyone to discover its message for them.

Summary of role

The Web Developer will provide essential backend and frontend development for Bible Society's web products and experiences. The role will include the development of new initiatives and the maintenance of existing platforms and digital assets. The role requires a solid working knowledge of core web technologies and modern backend frameworks such as Node.js, JavaScript, PHP as well as frontend technologies such including HTML, CSS, React and Next.js. The role, which sits within the Web Development Team, will report to the Web Development Manager and work alongside other developers and designers.

Main responsibilities

- Help develop mobile-first web applications, plugins, products and experiences
- Write maintainable object-oriented Node.js, JavaScript, PHP, React, Next.js, HTML and CSS adhering to best practices and use of modern frameworks
- Back-end development using Node.js, PHP and MySQL
- Write front-end HTML, CSS and JavaScript to build responsive web applications optimised for mobile and tablet devices using frameworks such as Bootstrap and jQuery
- Development of shared services for our web platform, such as extended search and single sign on
- Development of our bespoke plugins to standard web technologies such as our headless CMS
- Work with the latest technologies to integrate solutions using APIs, libraries and frameworks
- Work with others in the web development team to seek new cutting-edge web technologies and trends, keeping up-to-date with digital best practices and usability/accessibility guidelines
- Deal with technical queries and problems with any of our web products internally and with external clients via email, telephone or in person
- Development of our Online Bible digital products

General

- Adhere to our policies and standards in all areas of your work
- Carry out ad hoc duties that may be required to ensure we maintain our effectiveness
- Participate fully in the corporate life of Bible Society, by attending All Staff Meetings and departmental meetings as required

Who we need

Qualifications

- Either a degree in computer science or comparable experience in a software development role

Knowledge

- A high level of competence in core web technologies
- A sound working knowledge of common web design patterns including MVC (model - view - controller)
- Knowledge of modern deployment workflows including Git, Serverless functions and CI/CD

Experience

- Proven experience working within a product development team environment or within a digital agency
- Hands on experience of agile working practices such as Scrum project management methodology
- Experience of Node.js, JavaScript, PHP as well as frontend technologies including HTML, CSS, React and Next.js
- Hands-on experience consuming and building APIs, including REST and GraphQL
- Proven experience of SQL and NoSQL
- Experience of headless CMSs (desirable)
- Experience working with front end frameworks and tools such as Bootstrap, SASS, Webpack (desirable)
- DevOps experience using cloud services such as Digital Ocean, AWS and tools like NGINX, Docker and Kubernetes (desirable)
- Experience with test driven development (TDD) (desirable)
- Salesforce, Apex, Google Apps Script or Firebase experience (desirable)

Skills

- Ability to manage and prioritise a range of tasks under pressure – delivering each one to a deadline, budget and professional standard
- Well organised, able to plan well ahead and implement schedules

Personal attributes

- A good problem solver and logical thinker
- Thirst for learning and personal development of skills as needed

- Creative approach to solving problems
- High attention to detail
- A client-focused attitude to 'getting it right'
- Self-motivated and able to meet tight deadlines and manage time, paying attention to agreed deadlines and priorities
- Team player
- Comfortable with working and communicating with internal and external clients.
- Inquisitive, willing to ask questions to ensure a common understanding of the aims of a project.
- Committed to developing cutting edge digital solutions and platforms that support and enhance the work of the Web Development Team
- Committed to learning and developing technical expertise in web application development
- Ambitious for Bible Society to make an impact
- Willingness to travel nationally on occasions

Culture and character

Culture

We're committed to building on our unique culture, which is based on our Christian faith and seeks to bring out the best in our people.

We want to build a culture that demonstrates our values:

Prayerful – we're honest, attentive and humble, because we work in the sight of God

Imaginative – we're experimental, creative and dynamic, because we're made in the Creator's image

Bold – we're willing to work hard and face hard questions, because we trust each other

Skilful – we study, learn and practise, making the effort to serve others with our best

Joyful – we enjoy our work and seek to build others up, because we're designed to flourish together

Character

As well as recruiting for talent, experience and expertise, we're interested in the character of our staff. We'd like to know how you demonstrate the following:

Character for leadership – you'll be self-aware and know what it takes to connect well with others, enabling you to inspire, challenge and support them.

Character for teamwork – you'll have strong interpersonal skills, loyalty to and respect for colleagues, and a collaborative style of solving problems through a shared sense of common mission and purpose.

Character for followership – you'll be committed to our vision and mission, and will constructively and proactively support these so we operate effectively.

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