database developer

Bristol, UK

About Development Initiatives

Development Initiatives (DI) is an independent international development organisation working on the use of data to drive poverty eradication and sustainable development.

Since DI was established in 1993 our expertise and passion has been rooted in the role data can play. We are focused on getting better data on poverty and vulnerability, so we know where need is greatest and whether efforts are working. We are dedicated to improving information about resources so that they can be targeted effectively – and we want to help others use data to improve decision-making and drive better results.

We work to ensure that decisions about the allocation of finance and resources result in an end to poverty, increase the resilience of the world's most vulnerable people, and ensure no one is left behind. We want these decisions to be underpinned by good quality, transparent data and evidence on poverty and resources, and lead to increased accountability and sustainable long-term outcomes.

We believe there are enough resources in the world to consign extreme poverty to history, but poor or inaccurate information means these resources are not reaching those who most need them. While data alone will not end poverty, it is a vital catalyst for increasing knowledge, providing clarity and improving decision-making at local, national, regional and global levels.

Our work focuses on three key areas:

1. Measuring the progress of people out of poverty

    Our work on poverty is about driving commitments and investment towards improving poverty data, and drawing on existing data to start building a clearer and more accurate picture of poverty

2. Investments to end poverty and build resilience

    Our work on resources is about informing national, regional and international actors on how to mobilise, track and improve the targeting and effectiveness of the many different resources that can address poverty, vulnerability and crisis

3. Data use of sustainable development

    Our work on data use is about breaking down barriers to data use, improving data availability and usability, and helping people use data effectively in order to drive efforts to end poverty and build resilience

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Role content and purpose

Development Initiatives is an independent international development organisation that focuses on the role of data in driving poverty eradication and sustainable development.

The Development Data Hub is the most comprehensive source for financial resource flow data alongside poverty, social and vulnerability indicators. It combines an extensive data store with interactive visualisations enabling users to chart, map and compare data at the global, national and local level. It turns complex data around poverty and resource flows into easy to understand robust information and evidence about what is really going on.

This role involves developing, managing and maintaining the underlying data warehouse which contains an array of repositories of raw and processed data. You will collaborate with data scientists, data analysts and information designers in delivering quality information from a range of traditional and new data sources as part of a multi-disciplinary technical team engaging with all aspects of DI's work.

Duties and responsibilities

Technical duties

- Participate in all stages of the development life cycle, from concept planning to build, testing and delivery
- Develop backend architecture to latest specifications and highest standards (working with external agencies as appropriate), including writing and documenting code
- Develop and manage an array of interoperable systems containing data on global, national and sub-national financial flows, socio-economic indicators and administrative infrastructures
- Work closely with our team of data analysts in both Bristol and East Africa to replicate their research and logic from spreadsheets into a repository of reusable transformations and procedures
- Work closely with our Engagement and Communications teams and their front end developer to dynamically link the backend databases to public facing services

General responsibilities

- Be aware of and take personal responsibility for any health and safety issues and obligations
- Uphold all aspects of company policies and procedures and legal requirements in relation to personal conduct

- Prepare for and engage in one-to-one meetings and performance management appraisals
- Maintain personal professional development and personal development plans
- Be willing and committed to take on new work as and when required and be proactive

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Area		Essential/ desirable
Education/ qualifications	• Professional training and/or academic qualifications in database development	E
	• Any other academic or professional qualifications that will enhance the role	D
Personal skills/ qualities	• A pragmatic and agile approach to problem solving	E
	• Good communication skills, including experience of working effectively with diverse audiences, both verbally and in writing	E
	• Ability to work under pressure yet deliver on time with attention to detail and accuracy	E
	• Ability to work independently with minimal support as well as in a team environment	E
Knowledge/ technical competencies	• At least two–three years' professional experience developing relational databases	E
	• Expert-level PostgreSQL, knowledge of Python	E
	• XML	E
	• Demonstrable knowledge of the importance of metadata	E
	• Demonstrable evidence of good documentation skills	E
	• Knowledge of international development or a demonstrated interest in poverty related issues	E

Contractual details

Start date: ASAP
Location: DI's Bristol office at North Quay House, Quay Side Temple Back,
                    Bristol, BS1 6FL
Salary: Up to £30,000 per annum
Hours: 35 hours a week
Probation: 3 months
Leave: 25 days pro rata, plus all bank/public holidays

Application details

Your CV (no more than two pages) and covering letter, which should detail your skills and evidence of experience and how it relates to the job description, should be emailed to: Connie Fitzgerald (Human Resources Officer) at HR@devinit.org, quoting the reference 'Database developer' in the email subject line. Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

We are unable to offer sponsorship for a work permit/visa application. Evidence of right to work will be requested.

Development Initiatives is an equal opportunities employer and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form found on our website at www.devinit.org/working-with-us/vacancies/.

Working together

"People are our greatest asset" – it's a well-used saying, but at Development Initiatives, it really is true.

We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands, so it makes sense that the better our employees are, the more effective we will be and for this reason, we work hard to create an environment that meets everyone's needs.

In line with our values (empowering, transparent, impartial, innovative, agile, quality), we aim for a culture of honesty and openness and want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

So, what else do we offer?

- Work in an informal work environment (e.g. casual dress code)
- Work from an office in the UK that is accessible for wheelchair users
- A competitive salary and benefits package
- Flexible working arrangements (e.g. homeworking, flexitime)
- Up to 5 days' paid leave to dedicate time to a volunteering activity of your choice that works to address poverty or help vulnerable people
- Paid study leave with financial support where appropriate
- Paid professional fees
- Pension scheme with 5% employer contribution
- Healthcare scheme with employee assistance programme
- Enhanced policies (such as maternity, paternity and adoption leave and sick pay)
- 25 days holiday plus all bank and public holidays and discretionary paid time off at Christmas
- Membership of a cycle to work scheme
- Childcare vouchers
- Free eye tests
- Buy/sell holiday scheme

The Bristol office is only 5 minutes from Temple Meads train station and 10 minutes from Bristol city centre and we offer free parking (on a shared rota) for those members of staff who cannot cycle, walk or use public transport.