



# senior full stack developer – IATI

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

*“An indispensable tool that shines a light on progress” DFID Senior Humanitarian Policy Advisor (about our [Global Humanitarian Assistance Report 2017](#))*

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## Role content and purpose

DI is a key member of the IATI Secretariat, maintaining the IATI data standard and delivering tools to use the data. IATI also supports DI's wider role to enable people to access and use information about aid and other poverty reduction resources. We believe that supporting efforts to hold governments, donors and service providers to account, and improving the availability of information to support intelligent planning, will increase the effectiveness of aid, and so accelerate poverty reduction.

We're at a pivotal time and are building the technology that will help IATI become even more successful. The postholder can expect lots of interesting conceptual and technical challenges – for example how to keep track of and efficiently run statistics on the millions of data points that make up IATI data, many of which are updated and hosted individually by our publishers. There will be opportunity for the postholder to lead projects as part of a multi-skilled team.

We've got some exciting projects coming up in the next few months. They include making our new website multilingual, developing our new library-based architecture and inputting into the broader organisation's technical culture. There's also work ongoing to overhaul and integrate our existing systems, so that we can achieve greater impact through our use of technology.

## Role profile

### Technical duties

- Working as part of a team to build new and improve existing open-source software
- Improving the quality of that software through incremental refactoring
- Adding new features or creating new products
- Communicating with users of our software, understanding and prioritising their needs
- Helping others understand IATI data through the products we maintain and support
- Working with technical experts from governments, foundations, NGOs and developing country agencies to improve the range of tools and data available to end users
- Participating fully in the IATI Technical Advisory Group (TAG), including in technical working groups on APIs, data standards and other topics
- Tracking, analysing, fixing and reporting software bugs and issues
- Monitoring usage of IATI software by users
- Participating in technical discussions and work to improve the IATI Standard

- Advising DI on its technical strategy
- Supporting junior developers

### **Organisational responsibilities**

- Implement and manage strategic projects and activities in line with DI's vision, mission, values and goals
- Develop and maintain effective systems ensuring these are consistent with DI's operational requirements and policies
- Support the development and implementation of organisational strategy
- Support the day-to-day management within own team
- Demonstrate creativity in applying solutions

### **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 1:1 meetings and performance management appraisals
- Maintain professional development and personal development plans
- Be willing and committed to taking on new work as and when required, and be proactive.

## Person specification

Area		Essential/ desirable
Experience	• Experience of version control systems – we use Git and Github	E
	• Use of SQL, plus experience/understanding of ORMs – e.g. SQLAlchemy, Peewee	E
	• Experience with open data projects and/or standards	D
	• Working with public web APIs and/or creation of RESTful APIs	D
	• Experience of, or demonstrable interest in international development	D
	• Experience with large datasets	D
Skills and abilities	• Able to understand business problems and design solutions to solve them	E
	• Able to work collaboratively on software projects	E
	• Able to communicate with software users about bugs, upgrades, changes to code, etc.	D
	• Ability to administer/configure Linux/Apache	D
	• Good communication skills, including experience of working effectively with diverse audiences, both verbally and in writing	E
Education	• Professional training and/or academic qualifications	E
Knowledge	• Good knowledge of Python and Django	E
	• Good knowledge of front end JavaScript technologies (AngularJS, JQuery or similar)	E
	• Good knowledge of unit and functional testing – we use pytest	E
	• Understanding of Agile methodologies	E
	• An understanding of design and UX	E
	• Understanding of software development cycles and models	D
Personal attributes	• Proactive and flexible with a 'can-do' attitude	E

## Contractual details

Start date:	June 2018
Location:	DI's Bristol office at North Quay House, Quay Side, Temple Back, Bristol, BS1 6FL
Length:	Fixed term contract until August 2019
Salary:	Up to £40,000 per annum depending on experience
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 three pages) and a covering letter, which details your skills and evidence of experience and how it relates to the job description, should be emailed to Connie Fitzgerald at [HR@devinit.org](mailto:HR@devinit.org), quoting the reference 'IATI SNR Full Stack' 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.

Closing date: 18th May 2018  
1st Interviews: 24th May 2018  
2nd Interviews: To be advised

## 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: <http://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
- Simply Health Cash 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.