



November 2020

Developer internship

Kampala, Uganda

About Development Initiatives

Development Initiatives applies the power of data and evidence to build sustainable solutions.

Our mission is to work closely with partners to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

While data alone cannot bring about a better world, it is vital to achieving it. Data has the power to unlock insight, shine a light on progress and empower people to increase accountability.

We focus on three core areas to maximise our impact and achieve our mission:

- Strengthen data ecosystems and improve data quality by helping others to collect, share and manage data and use data responsibly and effectively
- Increase use of high-quality, actionable and data-driven analysis that can be used in policy and practice
- Create a culture of data use by growing people's skills, expertise and confidence in data.

And we support partners to:

- Better respond to people's needs through improved quality and use of data and evidence in policymaking
- Improve the quantity, quality and coherence of public finance and private investment
- Challenge systemic and structural barriers to equity and support the reform of existing systems.

We work at global, national and local levels, through a global hub connected to a growing network of regional hubs and partners. In the last five years alone our work has covered 78 countries and we currently have staff based in Kenya, Uganda, the US and the UK.

Developer Internship

Role content and purpose

The role sits within the Data Systems team. The postholder will help develop and improve our internal tools and several of our Wagtail websites and participate in all stages of the development lifecycle from concept planning to delivery. One of these tools is DI's Development Data Warehouse (DDW) that enables our analysts to join development datasets and run complex queries.

Working with external support as necessary, the role will develop and maintain the [DI](#) and [Global Nutrition Report](#) websites, as well as high quality data visualisations.

We have a small team of experienced developers to learn from and as a team we adhere carefully to best practices and ensure quality in our work. We value learning and self-improvement, so being part of the DI team will inevitably give you a chance to grow as an independent developer.

DI will make sure that you have a mentor to support you to learn more about professional web development processes. You will have a chance to improve your coding, learn more about being part of a development team running multiple applications and how to work with external designers.

Contractual details

Start date:	Mid-Jan 2022
Length:	6 month fixed term contract
Location:	Working from home, with the option of doing some days at our Kampala office
Salary:	1,300,000 UGX per month
Hours:	35 hours per week
Probation:	3 months
Leave:	20 days pro rata, plus all bank/public holidays

Role profile

Technical Duties

- Participate in all stages of the development life cycle, from concept planning to build, testing and delivery.
- Pick up issues from sprint Kanban boards, write code and submit it for review.
- Work on feedback on your submitted code, find solutions online and ask for support when required.

- Actively learn and improve your proficiency in programming languages or frameworks used by the team until you become a confident all-rounder.
- Maintain existing websites and applications including fixing technical issues and bugs.
- Work closely with our team of data analysts in both Bristol and East Africa to continue to develop the DDW as a core part of DI's infrastructure.

General responsibilities

- Write high-quality, well-tested code.
- 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
Skills and abilities	• Six months of experience working with other developers (this can be in a training environment).	E
	• Basic knowledge of at least half of the languages and frameworks listed: <ul style="list-style-type: none"> ○ Python, Django ○ React, D3.js and experience of working with visualisations ○ Javascript, XML, HTML5, CSS3, LESS, Bootstrap 	E
	• Committed to harnessing technology for social good.	E
	• Interested in playing an active role in developing a technical strategy for the organisation.	D
Education	• Professional training and/or academic qualifications.	D
Knowledge	• Knowledge of international development or a demonstrated interest in poverty related issues.	D
Personal attributes	• A pragmatic and agile approach to problem solving.	E

Area	Essential/ desirable
<ul style="list-style-type: none">• Good communication skills, including experience of working effectively with diverse audiences, both verbally and in writing.• Able to work under pressure yet deliver on time with attention to detail and accuracy.• Able to form strong working relationships with colleagues, agencies and service providers.• Organised and efficient.• Problem solver.	

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 uploaded [here](#). Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Applications close: 30 November 2021

Interviews: Mid-December 2021

Role starts: Mid-Jan 2022

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.

DI 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. You often hear it said, and at DI, 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. 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. We want to attract and retain talented people who share our vision. We like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision. We also offer:

	UK	US	East Africa
Informal work environment (e.g. casual dress)	✓	✓	✓
Pension scheme with 5% employer contribution	✓	✓	✓
Flexible working arrangements (e.g. homeworking, flexitime)	✓	✓	✓
Healthcare scheme with employee assistance programme	✓		
Medical insurance		✓	✓
Paid study leave and financial support	✓	✓	✓
Paid professional membership fees	✓	✓	✓
Buy/sell holiday scheme	✓	✓	✓
Cycle to work scheme	✓		
Enhanced holiday entitlement, plus all bank and public holidays and discretionary paid time off at Christmas	✓	✓	✓
Up to five days' paid volunteering leave (addressing poverty/helping vulnerable people)	✓	✓	✓