

Senior Front End Developer

Kenya

# About Development Initiatives

Development Initiatives (DI) is a global organisation harnessing the power of data and evidence to end poverty, reduce inequality and increase resilience.

We deliver trusted and actionable insights for decision-makers and partners based on what available data can tell us. We increase data use by growing people’s skills, expertise and confidence in data and showing how data can drive better outcomes. And we improve what data is available by helping others to collect, share, manage and use data responsibly and effectively.

Through this, we are supporting partners to:

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

So our work informs effective policy and practice, helps change mindsets and influences debate to bring about the changes we want to see.

With staff in Kenya, Uganda, the UK and the US, and partners in many other regions and countries, we have networks to make an impact across the globe.

We undertake an exciting portfolio of grant-funded work and we offer consultancy services to those who share our aims and values.

# Senior Front End Developer

## Role content and purpose

Global poverty is falling fast, yet it is estimated that more than 800 million people across the world still live in extreme poverty. Development Initiatives (DI)’s vision is a world without poverty where everyone benefits from opportunity and growth. We work to ensure that money and other resources that can help people living in poverty are allocated towards ending poverty and increasing resilience and security of the world’s most vulnerable people.

Our role is to help people access – and use – objective and transparent data and evidence about ending poverty. We work to improve data quality and to make data and information accessible and relevant so it can inform decision-making.

We are looking for a talented developer to help us deliver an ambitious and innovative digital programme.

**Role content**: As a Senior Front End Developer, you will work closely with colleagues, participating in all stages of the development lifecycle from concept planning to delivery.

**Programme:** Sitting in our Data Systems Team, you will work across DI’s core programmes and platforms. You will also contribute to consultancy projects for governments and multilateral organisations with global impact via our consultancy arm (DI International).

## Contractual details

Start date: As soon as possible, depending on notice period

Length: 12 month fixed-term

Location: Kenya, option for office-based or remote working

Salary: KES 3,800,000 – 4,500,000

Hours: 35 hours a week

Probation: 3 months

Leave: 25 days pro rata, plus all relevant public holidays

## Duties and responsibilities

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.

### Technical duties

* Participate in all stages of the development lifecycle, from concept planning to build, testing and delivery
* Work across a number of products
* Build and maintain good relationships with suppliers
* Maintain existing websites including fixing technical issues and bugs.

### 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 process
* Be willing and committed to take on new work as and when required and be proactive.

## Person specification

### Education/qualifications

* Professional training and/or academic qualifications
* At least five years’ practical/post-qualification experience

### Knowledge/technical competencies

#### Essential Proficient in most or all of:

* JavaScript
* HTML5, CSS3
* Experience with a modern JS Framework (React, Vue.JS, Angular)
* Able to develop clean, well-documented code
* Experience of tracking, analysing, fixing and reporting software bugs and issues
* Informed of trends, with a strong interest in new and emerging technologies
* Committed to harnessing technology for social good
* Interested in playing an active role in developing a technical strategy for the organisation.

#### Desirable

* UI design and visual design skills
* Knowledge of Python or other backend languages
* Working knowledge of web accessibility, UX, SEO and Google Analytics
* Experience working on Azure-hosted environments
* Having experience of line managing junior developers.

## Personal attributes

* Able to work in a fast-paced environment yet deliver on time with attention to detail
* Investigative by nature and persistent in obtaining and validating new information
* Rigorous and conscientious, with a track record of ensuring a high level of accuracy and quality of outputs
* Strong communication skills
* Ambitious, keen and committed
* Innovative
* Keen to learn and develop skills
* Able to pick up new technologies quickly
* Able to articulate and describe development status in a simple way
* Proactive and flexible with a ‘can-do’ attitude
* Highly numerate and able to understand complex data
* Able to form strong working relationships with colleagues, agencies and freelancers
* Organised and efficient
* Problem solver

## Application details

Your CV (no more than two pages), should be uploaded onto the following portal: <https://forms.clickup.com/4575769/f/4bmgt-17640/Q8K5QHMX26SBJHIKPY>

Early applications are highly encouraged; we will be reviewing submissions as they arrive, and interviews will be held periodically. As we are recruiting on a rolling basis, we reserve the right to end recruitment without notice.

## 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.

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. For this reason, we work hard to create an environment that meets everyone’s needs.

In line with our values (people-centred, purpose-driven and transparent), 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.

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| --- | --- | --- | --- |
|  | 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) | √ | √ | √ |

Development Initiatives (DI) is a global organisation that applies the power of data and evidence to build sustainable solutions that create an equitable and resilient world.

We work closely with partners at global, regional, national and local levels to ensure data-driven evidence and analysis are used effectively in policy and practice to end poverty, reduce inequality and increase resilience.

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Twitter: @devinitorg  
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