WCMC

Fullstack Developer - Digital Transformation

Application Pack

Thank you for your interest in the role of Fullstack Developer within the Digital Transformation team at UNEP-WCMC

We're looking for a motivated Fullstack Developer to join our growing team and work with us on our new projects this year as well as developing our flagship sites such as ProtectedPlanet and ENCORE. Support will also be required for a variety of smaller projects such as Nature Commitments and Proteus Partnership.

Our diverse range of projects and supportive learning culture provides opportunities for you to grow upwards or sideways within the organisation, allowing you to progress in the area of work that suits you and the organisation best.

You will need professional experience in web development with examples of your work. Our web projects are typically built with JavaScript(VueJS) on top of Ruby on Rails and PostgreSQL and have a geospatial element.

We are looking for someone with a passion to produce high quality outputs as well as a desire to continue learning. You will have an interest in manipulating datasets to extract informative insights and in producing engaging and interactive digital outputs. We collaborate on multiple projects across the organisation simultaneously so are looking for people who thrive working in a team as well as being confident working independently.

The teamwork doesn't stop within the centre; we are part of the Cambridge Conservation Initiative (CCI) and work in partnership with many other not-for-profits that are based in the David Attenborough Building. Although not essential, an interest in the environment is a bonus!

ABOUT THE TEAM

The Digital Transformation is a close-knit team of passionate developers, data scientists, designers and product managers putting our skills towards a mission that is tackling one of the biggest problems of our time - the massive loss of biodiversity and habitat destruction that is pushing the planet to the brink of the 6th mass extinction. There is huge focus on climate change and conserving biodiversity especially as new global targets are to be set around "Ecological Civilization: Building a Shared Future for All Life on Earth".

ABOUT THE ROLE

Job Description

Working within our existing Digital Transformation team, you will be flexible in your response for implementing both front-end and back-end components of our web applications. You will work closely with all members of the team to implement modern APIs and efficient data-driven sites that have responsive interfaces with cross browser support.

Key Areas of Responsibility

- Liaise with web developers, data scientists and geospatial experts to deliver high quality biodiversity informatics products APIs and databases that are paired with engaging and interactive interfaces.
- Develop processes and methods to ensure consistency and quality across our applications including testing.
- Work closely with other members of the informatics team and internal clients to develop efficient and maintainable web applications, on time and within budget.
- Ensure all our applications are responsive and cross browser compatible.
- Continue to expand your skills and knowledge and stay up to date with the latest developments in front end technologies.

Other Duties

- Maintain and update existing applications, APIs and databases.
- Represent the Digital Transformation Team around the organisation and at relevant external meetings.
- Motivate and inspire other team members to develop their own skill sets.
- Manage the delivery of smaller projects.

Person Specification

Qualifications/Education

Essential:
5 GSCE's at grades C and above including Maths and Science.

Desirable:
Degree in Computer Science or another relevant subject.

Experience

Essential:
- Good understand of developing modern web applications, preferably Ruby on Rails;
- Experience with HTML, CSS and JavaScript, preferably VueJS;
- Experience with SQL, preferably including PostgreSQL;
- Experience with version control systems preferably GIT, and deployment preferably with Capistrano.

Desirable:
- Experience of mapping or GIS web applications;
- Experience building responsive websites with cross browser support;
- Knowledge of accessibility standards;
- Knowledge of front-end testing frameworks;
- Experience with test driven development;
- Experience with data manipulation and automation.

Skills

- JavaScript, VueJS
- Jest, Cypress
- HTML5, CSS3, SCSS
- Ruby on Rails
- Mapbox, CartoDB, Leaflet.js
- Git
- GIS
- PostgreSQL, PostGIS
- Python
- Capistrano

Type of Person Required

- Good understanding of user experience.
- Excels when working as part of a close-knit team but can also work independently.
- Flexible with good time management skills for working across multiple projects.
- A person who is constantly looking to develop their skills and learn new technologies and frameworks.
- Cares about what they work on and is keen to understand the context and background of a project.
- Likes manipulating large datasets to extract inciteful information and then displaying it in an easily digestible format such as a chart of infographic.

OUR OFFER

Job Title: Fullstack Developer
Team: Digital Transformation
Reporting to: Senior Developer
Job Reference: AD1356
Start date: As soon as possible/29th of August
Salary: £30,000 - £37,000 per annum depending on skills and experience
Contract: Permanent, Full-time
Location: The post holder will be expected to locate within commuting distance of our main offices in Cambridge, UK. We are often able to offer visa sponsorship to the preferred applicant.

This is not a United Nations Post

As a minimum we aim to match market rates for the conservation charity sector in Cambridge and invest a lot of effort to benchmark our salaries, ensuring that people are rewarded fairly for their role. To add to this, we offer some great benefits - here are the highlights:

- 12% non-contributory pension after 1-year service
- Flexible and family friendly working
- Life assurance against death in service (4X annual salary)
- Extended pay protection for serious illness that exceeds 6 months
- Excellent training and development opportunities, tailored to individual needs
- Scheme to buy (or sell) additional annual leave

- Cycle to work Scheme
- Fantastic shared social space and kitchen facilities
- Employee assistance programme and bereavement line to offer help and advice to staff and their families
- Brilliant Social committee that help to keep things fun!
- Caring Staff Liaison Committee
- Focus on environmental sustainability kept in check by our Environment Committee
- Free (proper) tea and coffee!

Training

Our aim is to do our best for every person who works for us, so that they build their skills and knowledge over their career with us, and when they leave (some never do!) they are better placed to move onto the next stage of their career.

We have a comprehensive induction programme that spans the first 6 months including what's critical in the first week, first month, and then monthly afterwards.

- We encourage everyone to use 5 days for their own personal development each year
- Standard training course which include: Management Development; Coaching culture; Resilience; Negotiation; Pitching and closing a deal.
- We also design our training annual personal development reviews and organise bespoke training courses that meet the skill gaps in the organisation and fulfil the training needs of the people within it.
- Peer-to-Peer learning from our community of experts, taking advantage of the breadth and depth of knowledge and experience across the organisation.
- Internal and external invited speakers, workshops and talks that anyone can join or initiate.

ABOUT UNEP-WCMC

The UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC) is a global Centre of expertise in biodiversity. We work at the interface of science, policy and practice to tackle the global crisis facing nature.

The Centre operates as a collaboration between UN Environment Programme and the UK registered charity WCMC. Our cutting-edge science, data and insights inform policy and business decisions worldwide. This position is with the charity WCMC, working in collaboration with UNEP.

Achieving our vision of a world living in harmony with nature will require transformative and systemic change across all sectors. We bring together governments, businesses, research bodies and more to put nature at the heart of decision-making.

"We are entering a make or break decade for nature with UNEP-WCMC set to play a pivotal role in ensuring humanity finally begins to reverse the catastrophic loss of biodiversity globally."
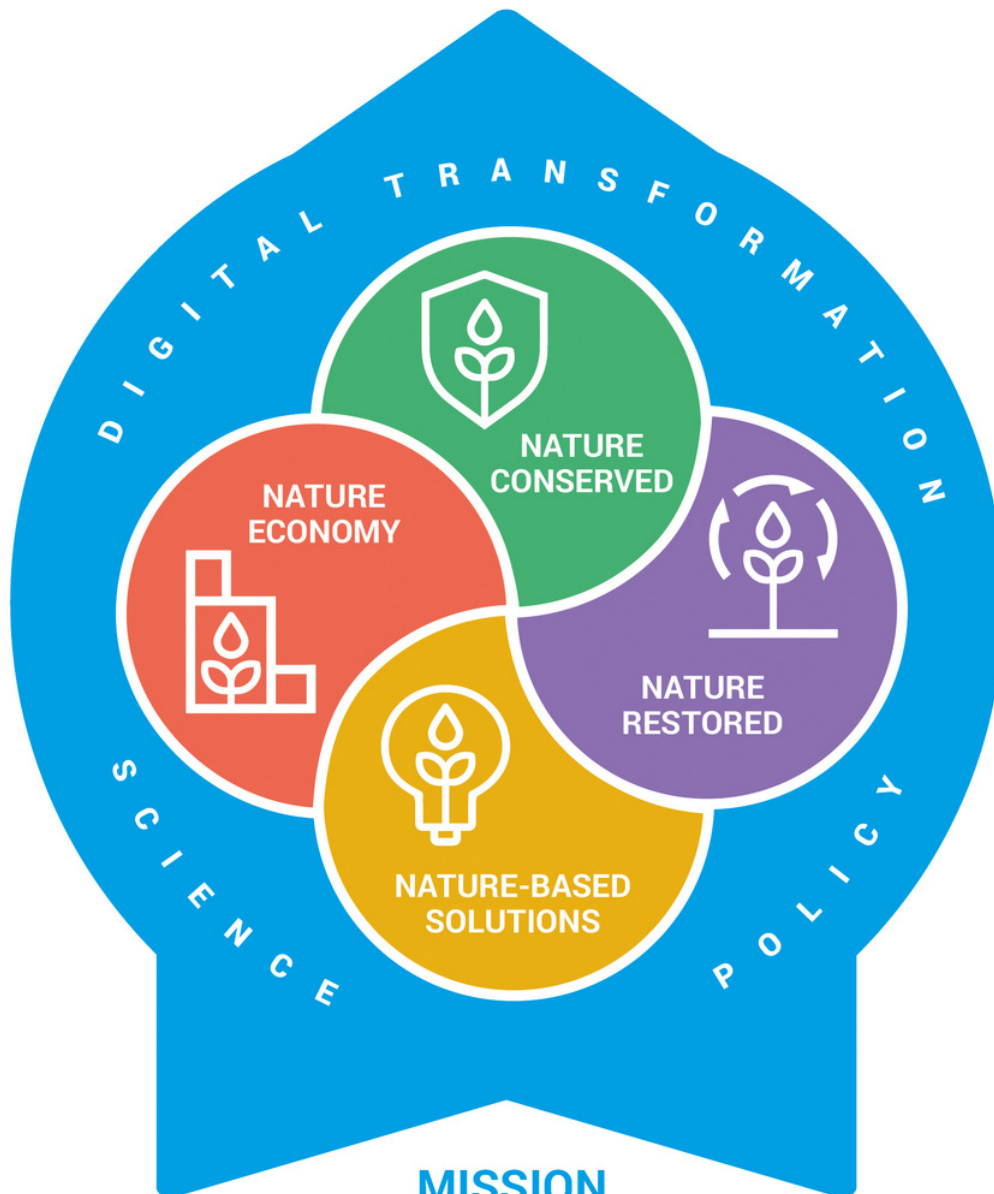
Jonny Hughes, CEO of WCMC

Our strategy

We deliver our strategy through four independent impact areas which are complemented by three cross cutting innovation areas.

VISION 2050
Living in harmony with nature

DIGITAL TRANSFORMATION

SCIENCE

POLICY

NATURE ECONOMY

NATURE CONSERVED

NATURE RESTORED

NATURE-BASED SOLUTIONS

MISSION
We develop knowledge and capacity for a nature-positive world

👥 The people

We have around 180 amazing people who make up our organisation. We are a really friendly bunch of professionals and do not think a single person has ever left the organisation without saying that it is the people that make the organisation fantastic and how much they will miss them when they leave. We truly do have world class scientists and professionals!

🎏 The culture

Our culture is very supportive. There are lots of ups and downs in life, and we want to support our people through the difficult patches, so they can flourish again. We have a free employee assistance line that is available to all employees and their families and offers 6 remote counselling sessions and other advice services.

We have redesigned our kitchen and library to make a fantastic social space where you can have a quiet chat or a loud lunch with your colleagues! We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on in the Centre.

We are affiliated with Cambridge University, and have rooms in the David Attenborough Building that we can use when we wish. We are also a member of the Cambridge Conservation Initiative and often collaborate with our CCI colleagues here.

WCMC attaches great importance to addressing safeguarding and ethical considerations in all activities carried out by its staff, including where partner organisations or individuals are part of the delivery of our work. This includes children and vulnerable adults in the community who may be vulnerable to abuse. WCMC acts with integrity, is transparent and expects applicants to share the same values.

⚖️ Diversity

We really take our diversity seriously, as we operate globally and need to have the people perspectives within the organisation, to fully understand our clients and partners that we work with. Our aim following the introduction of the points based immigration system was to increase our diversity not only in our range of nationalites, but in all protected characteristics (age, disability, gender reassignement, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex).

We have a sponsorship licence and always take the best candidate for the role from a whole range of applicants and offer sponsorship to those that require it. We have people that have worked for us, for more than 30 years, and our fantastic internships often attract the best and brightest graduates.

HOW TO APPLY

If you are looking for a rewarding and challenging post where you can use your skills to make a positive impact, we want to hear from you. We recommend you register your interest quickly, as a decision may be taken to appoint somebody ahead of the closing date.

Please complete our application form and send it together with your 2 page CV and short covering letter through this **link**.

We screen candidates based on skills and experience and not their personal details. **Please do not include a photograph on your CV, and note that any applications which include a photograph may be automatically rejected.**

Closing date: 26th August 2022 (we reserve the right to close this advert early if a suitable applicant is found so please do not delay your application).

WCMC

LEARN MORE ABOUT US:

🐦 @unepwcmc

f @unepwcmc

in UNEP-WCMC

www.unep-wcmc.org