

WCMC



AD1415 IBAT Fullstack Developer
- Digital Transformation
Application Pack



ABOUT WCMC

WCMC is a UK-based registered charity that operates in seamless collaboration with the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

UNEP-WCMC is a specialist Centre on biodiversity, and nature's contributions to society and the economy. The Centre is confronting the global crisis facing nature through its unique position in ensuring science, knowledge and insights shape global and national policy, and by working with partners around the world to build capacity and create innovative solutions to environmental challenges. The Centre uses its position as a respected custodian of powerful and trusted environmental data to create positive impact for people and nature.

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

Jonny Hughes, WCMC CEO



Thank you for your interest in the role of IBAT Fullstack Developer

We are looking for a motivated developer to join the IBAT Secretariat as we grow our team to meet the biodiversity crisis head on.

We are looking for a developer who is a keen self-motivated technology enthusiast, who is not daunted by trying out new technologies and be able to think outside the box, with an eye for optimisation, performance, security and understands the complexities of data management. You will need professional experience in modern web development, and a passion for producing high quality outputs as well as a desire to continue learning. Although not essential, an interest in the environment is a bonus!

We will provide you with the challenge of working on a flagship initiative supported by four leading conservation organisations. In addition to training and development opportunities, we offer a competitive salary and benefits package, including generous pension contributions.

While this role is hosted by UNEP-WCMC and sits within the Digital Transformation team, you will work directly with the IBAT team, and build relationships across the IBAT Alliance partners to help deliver IBAT.

Please note that we will be sharing any application documents (CV, application form, cover letter) with others in the IBAT team who are not employed by WCMC but with whom the successful applicant will be working.. (This vacancy is for a full time, permanent employee of WCMC).

ABOUT THE TEAMS

Digital Transformation:

Digital Transformation is a close-knit team of data scientists, developers, designers, user researchers, product and project managers, and development and operations specialists, supported by our team leads and administrators. We work in a collaborative and increasingly agile way internally and with other teams at WCMC to innovate and maintain outcome-oriented digital products for addressing the global nature crisis. The platforms we develop - IBAT, ENCORE, Species+, Ocean+, Protected Planet, and UN Biodiversity Lab, to name a few – are instrumental in supporting decision-makers to access the knowledge they need to generate large-scale change.

IBAT:

The IBAT team is drawn from across the IBAT Alliance partner organisations. We are a growing multidisciplinary team who work on all aspects of IBAT, ranging from technical development, user support, business development, marketing and comms, and finance. Headquartered in the David Attenborough Building in central Cambridge, we support IBAT's 18,000+ users around the world, as they use IBAT to integrate biodiversity into their decision making.

The IBAT team is supported by staff from across the IBAT Alliance partners – four of the most influential conservation organisations. While this role is hosted by UNEP-WCMC and will sit within the Digital Transformation team, you will work directly with the IBAT team, and build relationships across the IBAT Alliance partners to help deliver IBAT.



ABOUT THE ROLE

Job Description

Main Purpose of the job

Working within the interdisciplinary and interorganisational IBAT secretariat, you will support the Integrated Biodiversity Assessment Tool ([IBAT](#)). Contributing to the continuous operation and ongoing development of IBAT, you will ensure IBAT meets the need of our expanding global customer base in performing critical biodiversity risk screening.

The Technical Officer will work on one of the biggest global challenges facing the world today – the biodiversity crisis. IBAT is at the forefront of the business and biodiversity space, providing practical, technical solutions to the business and finance community. Supported by experts from 4 of the most influential conservation organisations, and the other developers in the IBAT team, you will help support and develop the unique IBAT platform. Using your skills in developing modern web applications and passion for elegant and test-driven code, you will help ensure IBAT remains the world's most authoritative biodiversity tool, and continues to evolve to meet the emerging needs of a rapidly changing technological landscape.

Key Areas of Responsibility

- Responsible for maintaining and improving current web systems and developing new web systems for a variety of projects, servicing over 200 clients and ~16,000 users. Common responsibilities include:
 - Scope, architect and implement new features.
 - Deploy highly scalable application.
 - Improve and maintain API.
 - Build reusable code and libraries.
 - Creation and translation of UI/UX wireframes to visual web elements.
 - Integration of front-end and back-end aspects of the web application.
 - Integrate unit and feature testing as part of development process, specifically using test driven development (TDD).
 - Continue to expand your skills and knowledge and stay up to date with the latest developments in technologies.

Other Duties

Data management

- Analyse, manipulate and transform data to support the needs of the IBAT tool.
- Update, process and validate core IBAT datasets on a regular basis.
- Interpret and integrate derived data layers.

Support and Collaboration

- Provide first line technical support and troubleshooting to a wide range of IBAT clients.
- Work closely with the existing IBAT Technical Officer, and external consultant developers.
- Advise the IBAT Secretariat and IBAT sub-committees on all matters relating to the technical implementation and operation of IBAT.
- Work effectively in a small, cross disciplinary team to support a range of goals and objectives.
- Articulate and explain technical concepts to a range of audiences.
- Advise and collaborate with external developers regarding integration of IBAT Datasets into existing or proposed third party tools.
- Develop and maintain good working relationships with web development and data teams across the IBAT Alliance.
- Contribute ideas and good approaches to development goals, as part of working groups.

Person Specification

Qualifications/Education

Essential:

- Higher level of education

Desirable:

- A degree or higher in Computer Science / Software Engineering

Experience

Essential:

- Experience in a commercial software development team
- Experience in developing modern web applications, with knowledge of Ruby on Rails
- Experience with SQL, preferably including PostgreSQL
- Demonstrable knowledge of using relational databases
- Experience with version control systems preferably GIT, and deployment preferably with Capistrano.

Desirable:

- Strong experience with Geographic Information Systems and relevant software such as ArcGIS and QGIS.
- Web Mapping experience (using PostGIS, CartoDB or ArcGIS, and front-end mapping technologies such as Leaflet or Mapbox).
- Experience with HTML, CSS and JavaScript framework, preferably VueJS.

Skills

- Experience of managing positive relationships with multiple teams / external teams
- Ability to prioritise work.
- Experience working with complex biodiversity databases/datasets.
- Ability and motivation to deliver high quality work.
- Flexible approach to managing high workload with multiple tasks in a changing environment.
- Excellent interpersonal and oral communication skills.
- Logical, practical and creative approach to problem solving.
- Fluency in English is required, other languages desirable.

Type of Person Required

- Good understanding of user experience.
- 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.
- Be passionate about clean and elegant test-driven code.
- Excel when working as part of an Agile team.

You will need professional experience in front-end web development with examples of your work. IBAT is built with JavaScript on top of Ruby on Rails and has a geo-spatial element. We are looking for someone with a passion to produce high quality outputs as well as a desire to continue learning. Although not essential, an interest in the environment is a bonus!

The best way to show us what you can do is by sharing your portfolio and telling us about the creative and challenging projects you've worked on.

OUR OFFER

Job Title: IBAT Technical Officer

Team: Digital Transformation

Reporting to: IBAT Business Manager

Job Reference: AD1415

Start date: ASAP

Salary: GBP £38,000 to GBP £44,000 per annum, depending on skills and experience

Contract: Permanent ,Full-time

Location: The post holder will be expected to reside in the UK. We have a flexible hybrid working policy in place, for further details, please see below. We are usually able to offer visa sponsorship to the preferred applicant.

This is not a United Nations Post. This position is with the charity WCMC, working in collaboration with UNEP.

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 of service (8% after three months).
- Annual cost of living increase and regular salary reviews.
- Good opportunities for progression and promotion around a fifth of staff gaining promotion annually.
- Flexible hybrid working policy which allows multiple combinations of home, office and remote working, including working from anywhere in the world for up to six weeks. The WCMC Flexible Working Policy is a pilot scheme, whereby employees are required to attend the Centre (office) in person for a minimum of 2 days a month. All employees MUST reside in the UK and live within a suitable distance of Cambridge to attend the office in line with the Flexible Hybrid Working Policy.
- Life assurance against death in service (4X annual salary).
- Company sick pay which increases with term of service.
- Generous annual holiday allowance of 25 days (FTE), increasing by one additional day each full calendar year worked up to 30 days.
- Scheme to buy or sell annual leave where staff can choose to 'buy' annual leave days or 'sell' unused leave.
- Generous maternity leave, shared parental leave and adoption leave policies that cover 18 weeks at 90% pay after a qualifying service period. Also four weeks paid paternity leave and one week paid grandparents leave.
- Unpaid sabbatical scheme which applies after at least 12 months continuous service with WCMC.
- Free parking at the Huntingdon Road office.
- Eye test costs covered and a contribution of £50 towards prescription glasses if your optician agrees that you need them for VDU use.
- Excellent training and development opportunities, designed for every career stage, with five days minimum training annually for every employee. This can be used flexibly for training courses, attending conferences, webinars or workshops, coaching and mentoring, shadowing or practicing skills or reading.
- Cycle to work Scheme which helps spread the cost of purchasing a new bike.
- Fantastic shared social space and kitchen facilities with free tea and fresh coffee.
- Employee assistance programme and bereavement line to offer help and advice to staff and their families on matters related to wellbeing, finances, relationships, family and more. This includes a number of free counselling sessions if they are needed.
- Brilliant social committee which organises regular fun events and social gatherings.
- Caring Staff Liaison Committee that listens and makes recommendations on continuously improving the working experience for staff.
- Focus on environmental sustainability kept in check by our Environment Committee.
- Free annual flu vaccine.
- Interest free study loans (subject to conditions).
- A diverse and inclusive workplace with over 40 nationalities represented on the staff.

Training

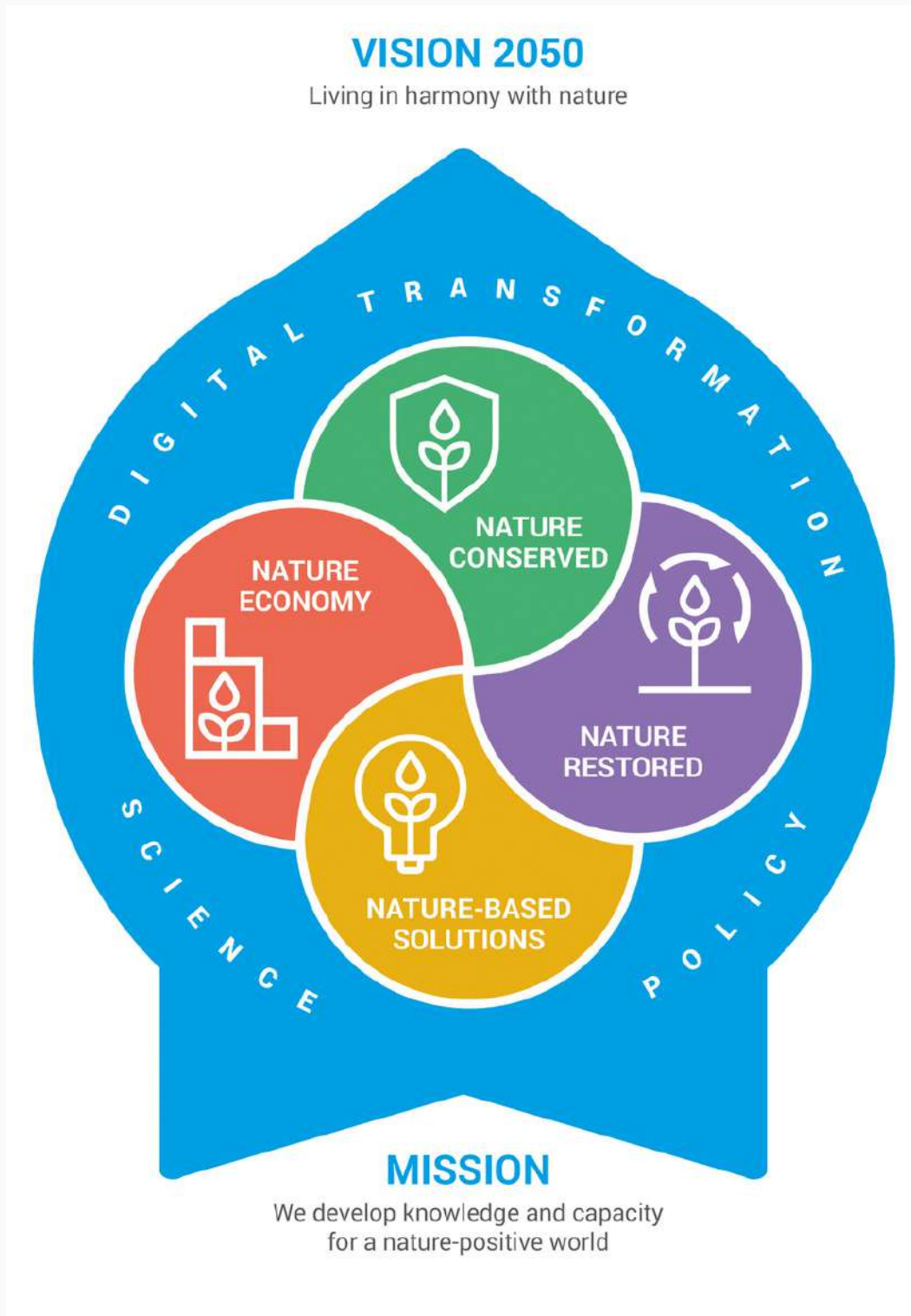
Our aim is to do our best for every person who works for us, so that they build their skills and knowledge over their career with us, and when they leave (some never do!) they are better placed to move onto the next stage of their career.

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 courses which include: management development; coaching culture; resilience; negotiation; pitching and closing a deal, for example.
- We also design our training and performance 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.

UNEP-WCMC Strategy

UNEP-WCMC delivers its strategy through four independent impact areas which are complemented by three cross cutting innovation areas.





The people

We have around 200 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

The WCMC 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 have lots of outdoor space including a wildlife pond, which is a popular area for outdoor meetings and relaxation. We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on at WCMC.

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

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 nationalities, but in all protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex).

WCMC has 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 motivating post, we want to hear from you.

Please complete our application form and send it together with your 2 page CV and a 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: Tuesday 4th July 2023

Please note that this vacancy is for a WCMC employee, but as the selected applicant will be working in direct collaboration with our partners at IUCN (International Union for Conservation of Nature), we will be sharing any application information (ie CV, Application Form, Covering Letter) with IUCN staff who are directly involved in the hiring process. Please contact recruitment@unep-wcmc.org if you have any queries on this.



WCMC

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