WCMC

AD1412 DevOps Engineer - 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 DevOps Engineer

If you are an individual who cares passionately about the work that you do and you enjoy focussing on the configuration, documentation, optimization, and support of the core infrastructure, this could be a fantastic role for you! You will be keen to understand how this helps WCMC achieve its core objectives and will excel when working as part of a close-knit team, whilst constantly looking to develop their skills and learn new technologies.

Working within our existing Digital Transformation team, you will be responsible for the deployment of our web applications (Ruby on Rails), as well as the monitoring of our core infrastructure. You will work closely with developers, designers, and product managers to implement a stable and secure environment.

ABOUT THE TEAM

We're a close-knit team of passionate developers, UX/UI designers and product managers putting our skills towards a mission to tackle one of the biggest problems of our time - the massive loss of biodiversity and habitat destruction that's pushing the planet to the brink of the 6th mass extinction.

UNEP-WCMC strives to achieve a supportive environment by offering flexible working hours and locations including the main office on Huntingdon road and the David Attenborough Building in Cambridge city centre. You will have the chance to attend events and weekly talks on the latest developments in the conservation world and may even hear a speech from David Attenborough himself.

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 can also get involved in one of our committees to influence life here at UNEP-WCMC. For example, help reduce our carbon footprint with the Environmental Committee, make sure the employee voice is heard at the very top with the Staff Liaison Committee or organise the summer BBQ with the Social Committee. Other organised social events include drinks on a Friday, bake sales, lunch time quizzes, rounders in the summer and the Christmas event at one of the beautiful Cambridge colleges.

ABOUT THE ROLE

Job Description

Main Purpose of the job

Working within our existing Digital Transformation team, you will be responsible for the deployment of our web applications (Ruby on Rails), as well as the monitoring of our core infrastructure. You will work closely with developers, designers, and product managers to implement a stable and secure environment.

Further Information and Responsibilities

- You will have a broad technical knowledge within Ops including infrastructure as code, CI/CD or automation, as well as advanced Linux server maintenance and debugging skills
- The ideal candidate should have some experience in monitoring web infrastructure (including Nagios, Google Analytics) and logging tools (ELK stack); knowledge working with Containerisation tools - Docker and Kubernetes and familiarity with modern application architectures such as microservices and serverless.
- You should possess skills in all or some of the following areas: Jenkins's pipeline & Jenkins's file development, infrastructure management automation tools like Terraform and Ansible, NoSQL data stores such as MongoDB and/or Elasticsearch, Auth0, database management particularly PostgreSQL, Strong experience in a cloud-based environment (e.g. AWS, Azure), experience with Azure Native Cloud technologies, AKS, Azure functions.

Person Specification

Qualifications/Education

Essential:

- Higher level of Education

Desirable:

- Computer Science or other relevant degree, Technical qualifications in system administration or developer operations

Experience

Essential:

- Experience in managing and supporting web products including multiple components, CDN, Web Server, Database Server etc.
- Strong experience & hands on knowledge of Unix/Linux.
- Experience in monitoring web infrastructure (including Nagios, Google Analytics) and logging tools (ELK stack).
- Experience of database management, particularly PostgreSQL.
- ·Experience with infrastructure management automation (Terraform, Ansible).
- Experience working with Azure cloud infrastructure and their various services.

Desirable:

- Experience of designing, deploying and running Continuous Integration and Continuous Deployment infrastructures.
- Experience of managing Support and Maintenance contracts to clients.
- Experience of testing and monitoring of Ruby-on-rails services and/or WordPress installations.
- Experience of deploying and managing microservices in containers e.g. docker.
- Strong experience in a cloud-based environment (e.g. AWS, Azure).
- Experience with Azure Native Cloud technologies, Azure functions, Kubernetes, Serverless.
- Experience of working closely with development teams to provide guidance on infrastructure and deployment best practices.

Skills

- Strong core skills in developer operations including automated testing, deployment and monitoring of web solutions.
- Management of cloud infrastructure to include virtual hosting and Amazon AWS services.
- Excellent skills in Jenkins's pipeline & Jenkins's file development.
- Knowledge working with Containerisation tools - Docker and Kubernetes.
- Familiarity with modern application architectures such as microservices and serverless.
- Understanding of network infrastructure and management of the same, including DNS, network hardware.
- Good knowledge of NoSQL data stores such as MongoDB and/or Elasticsearch.
- Familiarity with Auth0, applications based on Ruby on rails, NodeJS, Django, typescript.
- Solid experience with Linux System Administration.
- Creative approach to solving technical problems.
- Excellent communication and collaboration skills.
- Office IT skills with fluent written and spoken English.

Type of Person Required

With expertise in developer operations and system administration covering the core technologies used by the Digital Transformation team, this person will have a hands-on role managing the Centre's online tools and portals. They will also take a role in implementing the team's strategy and response to new technologies and opportunities to deliver biodiversity information to a wide audience.

This person will also support the Head of Digital Transformation and the Knowledge Management team in delivering on the Centre's key digital platform ambitions. This role requires vision and insight into the ever-evolving technology landscape in order to deliver a scientific computing strategy to support the Centre's goals.

OUR OFFER

Job Title: DevOps Engineer
Team: Digital Transformation
Reporting to: Head of Digital Transformation
Job Reference: AD1412
Start date: ASAP
Salary: GBP £30,000 to GBP £38,000 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 nationalites, but in all protected characteristics (age, disability, gender reassignement, 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 via our webpage:

- Our application form
- Your CV
- A short covering letter containing details of where we can find examples of your work/portfolio

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: 21/05/23

WCMC

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