

WCMC



**AD1424 Fullstack Developer
Nature Economy
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 Fullstack Developer

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

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. We are expanding our team in response to the large demand for digital expertise within the conservation industry. We work across a variety of projects that provide solutions to the private sector, governmental bodies and other not-for profits including the United Nations.



ABOUT THE ROLE

Job Description

Main Purpose of the job

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 project managers, 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 Digital Transformation 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 across the Centre 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

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
- Previous experience of line management and mentoring
- 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
- 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 or infographic

OUR OFFER

Job Title: Fullstack Developer

Team: Digital Transformation

Reporting to: Backend Developer

Job Reference: AD1424

Start date: ASAP

Salary: GBP £33,000 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 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: 30th July 2023



WCMC

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