

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Digital Developer	PAY BAND:
FUNCTION:	Technology	Support Delivering
THE TEAM:	The Design & Digital team develops and maintains digital products, including our young person & mentor portal, MyKT, that support young people's learning, confidence, and progression, ensuring experiences are high-quality, accessible, and aligned with organisational priorities.	Specialist/Managerial Technical Lead/Function Head Senior Leadership Team

WHERE YOU WILL FIT

Chief Technology & Programmes Officer	Head of Design & Digital	Digital Development Lead	Digital Developer
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

You will build, maintain, and improve our young person & mentor portal, MyKT, that helps young people access support, build confidence, gain skills, and connect with opportunities. Your work ensures our digital services are fast, stable, inclusive, and designed around the needs of young people and staff.

WHAT WILL YOU DO?

-  Build and maintain our young person & mentor portal, MyKT, using modern JavaScript frameworks including React & Next.js.
-  Develop high-quality front-end interfaces using React, ensuring responsive, performant user experiences.
-  Configure and integrate Contentful as a headless CMS, supporting content workflows across our young person & mentor portal, MyKT.
-  Own technical development for assigned products, resolving issues and delivering enhancements end-to-end.
-  Provide estimates for analysis, build, and test activities, supporting planning across project streams.
-  Collaborate with product, design, and content colleagues to shape effective technical solutions.
-  Identify and investigate complex technical issues, recommending and delivering robust fixes.
-  Conduct code reviews, support quality assurance, and work closely with testers during release cycles.
-  Maintain documentation, ensuring clarity in designs, decisions, and technical implementation.
-  Support and mentor the Junior Developer where appropriate, offering guidance on tools, practices, and coding standards.
-  Responsible for actively contributing to an equitable, diverse, and inclusive workplace.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Strong Javascript, React and Next.js development skills	Our digital products are developed in our core React/Next.js technology stack
Knowledge of secure, scalable solution architecture and APIs	Ensures products are safe, performant, resilient, and designed for long-term maintainability.
Understanding of WCAG, GDPR, OWASP and age-appropriate design	To ensure our digital products are inclusive, accessible, safe, and compliant for all young people
Ability to write clear technical documentation	Documentation supports collaboration, handover, and long-term system sustainability
Experience	Why do we need this?
Experience collaborating within multidisciplinary teams	Digital products succeed when engineering, product, design, and content teams work effectively together.
Significant professional programming experience	This is not an entry-level role; it requires strong independent development capability
Experience delivering content-managed or component-based digital products	Our digital platform relies on reusable components and structured content models
Experience using Git, Jira and modern CI/CD workflows	We deliver collaboratively using modern development processes and tooling

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Familiarity with UML, ERD, or modelling techniques	Clear modelling helps teams understand systems and communicate designs.
Experience working with in-house teams and external suppliers	We collaborate with vendors and agencies to deliver large or specialist work
Experience contributing to agile discovery and iterative delivery	Discovery helps validate ideas and build the right thing.
Experience integrating third-party APIs and services	Our systems connect with several external tools and data sources.
Experience using AWS services as a developer	Our systems are based upon AWS services
Skills & Knowledge	Why do we need this?
Ability to configure tracking via GTM/GA	Analytics enable continuous improvement and understanding of user behaviour
Understanding of automated, smoke, or load testing approaches	Good testing ensures reliability, performance and confidence in releases
Knowledge of clean code standards and use of AI to support this	Clean, consistent code supports collaboration and long-term maintainability. AI assistance allows us to develop at pace.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a specialist/managerial level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through a passion for what we do You keep young people and our end goal in mind You build trust in others through reliability and holding self-accountable for success Resilient in the face of challenges, not taking constructive criticism personally You're authentic and bring unique talents to work, encouraging others to do the same You role model integrity and act according to our Values	You champion change initiatives and help others see the benefits and opportunities You take an entrepreneurial approach to improving how we do things You seek opportunities to enhance your own development and build expertise You role model a positive and constructive approach to giving & receiving feedback You support others in adapting to change	You're approachable, clear and assertive You cascade important and relevant information to others clearly and swiftly You treat people as individuals, tailoring communication and influencing style accordingly You communicate difficult messages and challenge others' thinking effectively You listen to and empathise with others to understand the root of situations before responding	You role model effective and mutually supportive teamwork with colleagues You manage the expectations of others, gaining buy-in where required You share knowledge and information You build and invest in relationships across The Trust You use awareness of how your own team fits within the wider organisation to find solutions	You translate The Trust's long-term vision and strategy into actionable plans & targets You take responsibility for making and implementing logical, data-based decisions You're flexible and responsive as priorities and requirements change You seek solutions and solve problems, empowering others to do the same

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.