



Senior Developer / Campaign Technologist

Functional Team: Technology

Reports To: Director of Product and Technology

Location: UK - Nationwide

Working Arrangements: Remote working, permanent, regular or ad hoc

MISSION OBJECTIVE

The Technology team at 38 Degrees is accountable for building, buying, supporting and innovating the technology that 38 Degrees needs to create impact in the world for our community of supporters. The Technology team is focused on providing the Campaigns team and community of supporters with action tools and a technology infrastructure that is secure, stable, innovative and impactful –with the aim to provide tools that are powerful and simple to use, that are able to adapt to changing political circumstances, and that enable our community of supporters to take action to create a fairer, more respectful UK and a more sustainable world.

The role of the Senior Developer / Campaign Technologist is to manage project portfolios from identification of needs, collaboration with stakeholders, and continuous system evolution which is central to the success of the technology function and which builds the reputation of 38 Degrees for quality in technology enabled campaigns. The role is accountable for large technology projects (email deliverability, security, whole products such as our call-to-action tool Flow, and ID database), manage successful builds, and ensure code rigour. The Senior Developer / Campaign Technologist reports to the Director of Product and Technology and is responsible for analysing trends, managing risks and ensuring that the technology we build or buy is tailored to help deliver our organisational strategy and matches the needs of our wider team.

This job describes the role of Senior Developer / Campaign Technologist. The 38 Degrees team works in a culture of togetherness, passion for our issues and determination to win, so from time to time the team will be expected to perform activities outside of their normal role.

Commitment

All 38 Degrees staff should have a deep commitment to our mission of empowering our supporters to win campaigns and make a real impact on the issues they care most about.

DUTIES AND RESPONSIBILITIES

ANALYSE



- Accountable for high level development and project management of technology work products (e.g. email deliverability, security, action tools development), and identifying the appropriate IT solutions that sustain campaigns. Works closely with team members to implement the relevant IT solutions that support organisational strategy.
- Lead major technology development initiatives/projects that span multiple systems/solutions and with potential impact across campaigns, ensuring integrity with the overall 38 Degrees IT architecture and continuity and reliability of service.

COLLABORATE



- Through collaboration, establish and communicate decisions to deliver 38 Degrees' strategy.
- Mentor and manage junior Technologists to ensure consistency with specifications/requirements and soundness and quality of approaches used.
- Consult with the wider team at 38 Degrees when designing new products, and follow up for feedback, to ensure that the products are aligned with organisational needs.
- Liaise with external (Control Shift, Mailjet etc) vendors/service providers in the provision of a service ensuring that 38 Degrees' specifications/requirements are properly communicated as per the service level agreements.

MANAGE THE PROJECT CYCLE



- Manage full development cycle, from definition of specifications, development, and implementation. Ensuring the internal team and external vendors are working effectively.
- Assess potential organisational risks within 38 Degrees' large systems (email deliverability, database security etc), research and propose solutions and mitigations.



SUBSTANTIVE KNOWLEDGE

TARGET SKILLS PROFILE

Substantial experience of building and designing products and platforms. Working with and guiding team members to deliver high quality work to high standards.

Leadership and Management

- Proven ability to lead, manage and motivate people, contribute to organisational/functional level decision making and support the management of the associated impact.
- Effectively plans and manages allocated resources and budgets. Assess and mitigate against risks to ensure the sustainability and reputation of 38 Degrees.
- Makes a major contribution to the organisation's strategy by ensuring functional strategies, plans and objectives are aligned to organisational strategy.
- Makes skilled and thoughtful proposals about strategy for their area of responsibility, ensuring alignment to the plans and objectives of the function.
- Effectively adapts to change - is able to support wider organisational change initiatives and translate this to the team.

CONCEPTUAL

Substantial understanding, and ability to rigorously analyse products and mitigate risks across our technology suite.

APPLIED

Ability to select and recommend appropriate frameworks, languages and service providers to meet the needs of the organisation, and that fit the operational technology plan and program objectives.



COMMUNICATION SKILLS

Substantial demonstrated skill in mentoring and training team members and in presenting risks, trends and technical recommendations to senior managers.

INTERNAL

Communicate product direction and timelines to the wider team, gathering feedback and ensuring clarity and understanding aligned to organisational priorities.

EXTERNAL

Manage vendor relationships for mission critical pieces of technology (e.g MailJet) and ensure that organisational priorities and vendor delivery are aligned.



Demonstrable substantial experience in producing and maintaining individual systems and products to a sustained high standard and ensuring alignment with organisational needs and technical direction.

TIMELINESS

Set measurable production targets for major projects in collaboration with management and ensure that targets are understood, applied, and collaboratively achieved across teams.

QUALITY

Ensure that the outputs from both the technology team and products that vendors produce are consistent in quality.

TARGETED SPECIALISED KNOWLEDGE

- Substantial experience in full project-cycle management of IT development projects, design of databases/webtools, and IT security.
- Knowledge of and substantial experience in TypeScript, or other web frameworks, and confidence using AI tools in software development.
- Committed to continual professional development e.g. new languages and technology frameworks to further 38 Degrees strategy.