



VACANCY PACK

Join us as we lead the search for a cure.



Registered with
FUNDRAISING
REGULATOR

**ALZHEIMER'S
RESEARCH UK** **FOR A
CURE**



WELCOME TO ARUK

If nothing changes, one in two of us will be directly affected by dementia – either by caring for someone with the condition, developing it ourselves, or both. Alzheimer's Research UK exists to change that.

As the UK's leading dementia research charity, we're working to revolutionise the way we treat, diagnose, and prevent dementia. But we won't stop there. We will keep going until we find a cure.

Working for Alzheimer's Research UK, you can be part of a team that is:

- Funding world-leading research into dementia across the UK and beyond. Our Research Network brings together nearly 3,000 dementia researchers, to share ideas, collaborate and accelerate our search for a cure.
- Providing information about dementia to people affected and their families.
- Helping to improve understanding about dementia and the potential for research to cure the diseases that cause it.
- Campaigning to keep dementia research on the political agenda and working to ensure government funding for research is a priority.
- Building a social movement behind our cause, inspiring thousands of people to stand with us to find a cure.
- Providing operational support to enable the charitable objectives to be met.

Alzheimer's Research UK is a fantastic place to work. Our pioneering spirit is reflected in the energy and drive of our employees. As CEO, I am extremely privileged to lead exceptionally talented and passionate teams who have the ambitions and determination to create a world free from dementia. We exist for a cure and, together, we will change lives.

Hilary Evans-Newton.

Hilary Evans-Newton
Chief Executive



**Inclusive
Employers
Standard**
Silver
Accreditation 2024





LEAD SOFTWARE ENGINEER

24-Month Fixed Term Contract

JOB DESCRIPTION

Main Purpose of the Role

As the UK's leading dementia research charity, we're determined to stop this from becoming a reality. We're working to revolutionise the way we treat, diagnose and prevent dementia. But we will not stop there. With your support, we will keep going until every person is free from the heartbreak of dementia. We exist for a cure. In order to make this happen, we need to operate with best in class Digital and Technology tools and platforms.

So, join us as we embark on a major journey of transformation across our digital, data, and technology offering! The Lead Software Engineer will play a critical, hands-on role in shaping this future.

We are investing in a new website platform that will provide an improved user experience, be built and operated using modern Tech (e.g. React, headless CMS, CI/CD) and be a foundation for continued future optimisation. The website will unlock the ability to attract more users (via increased visibility on search engines and repeat visits) and increase the number of people donating online for a cure.

This role will be the senior technology team member on the new website project team, ensuring that the solution designed and delivered primarily by our website development partner is using modern approaches and tools. In addition, this person will actively take part in the development and test of the website platform and ultimately be the internal technical owner of the platform for ARUK.

The post holder will report into the CIO but work day to day with the Digital Engagement team to deliver the new website platform.

Key Responsibilities

- Act as the **internal technical owner** of the new website platform, providing strong technical leadership, governance, and assurance across its design, build, and operation.
- Provide **technical oversight and direction** to the appointed Digital / website development partner, ensuring best practice engineering approaches, tooling, and standards are applied throughout delivery.
- Own and make **key technical design decisions**, ensuring the website platform:
 - Uses modern web and cloud-native technologies (e.g. React, headless architecture).
 - Uses modern technical approaches for code management, build and deployment pipelines (CI/CD).
 - Aligns with Alzheimer's Research UK's broader enterprise architecture, security standards, and technology roadmap.
 - Integrates effectively with existing and future Alzheimer's Research UK's systems (e.g. CRM, fundraising, analytics, marketing platforms).
- Actively contribute as a **hands-on software engineering individual contributor** during the build and test phases, including:
 - Reviewing and contributing to code where appropriate.
 - Supporting technical problem-solving and performance optimisation.
 - Participating in testing, release, and deployment activities.

- Work closely day-to-day with the **Digital Engagement team**, ensuring technical delivery supports user experience, content, fundraising, and optimisation objectives.
- Establish and embed **good engineering practices** for the platform, including documentation, environment management, deployment, monitoring, and support handover.
- Take technical ownership of the platform post-launch, supporting continuous improvement, optimisation, and future enhancements.

Additional Responsibilities:

- Champion the principles equity, diversity and inclusion in all aspects of the role.
- Continuously develop professional knowledge and skills by on-the-job learning, attending relevant network groups, meetings, and conferences.
- Undertake any other duties, initiatives, and projects in line with the responsibilities of the role.

PERSON SPECIFICATION

Knowledge, skills and experience needed:

Essential:

- Strong professional experience as a **senior software engineer / lead software engineer** working on modern website or digital platforms.
- Ideally a full stack engineer with strong front-end skills (our main languages/ frameworks are React and Python/Django).
- Proven experience with **modern front-end and web architectures**, including:
 - React (or comparable modern JavaScript frameworks).
 - Headless CMS and API-driven architectures.
 - CI/CD pipelines and automated testing practices.
- Experience acting as a **technical owner or lead** for an app or website.
- Experience working with modern code management tools e.g. github, bitbucket) and of version control/code branching approaches.
- Experience using AI tools to improve engineering efficiency e.g. Cursor, Claude code, github copilot.
- Knowledge of code build and deployment processes
- Solid understanding of **cloud-hosted, scalable, and secure web platforms**, including performance, resilience, and security considerations.
- Experience integrating websites with wider digital ecosystems (e.g. CRM, analytics, marketing automation, donation/payment platforms).
- Ability to operate effectively as both a **hands-on contributor and a senior technical advisor**, balancing strategic oversight with practical delivery.
- Experience working in an agile environment using development workflow tools such as JIRA.
- Strong communication skills, with the ability to explain technical concepts clearly to non-technical stakeholders

EMPLOYEE BENEFITS

Alzheimer's Research UK would not be able to achieve its vision or accelerate progress towards a cure without the talent and dedication of its employees. It is therefore important to offer a range of benefits which are designed to meet both the organisational and individual needs, are market competitive and designed to attract and retain employees.



Holiday Entitlement

Employees receive 29 days holiday per annum, plus the Statutory Public Holidays. For every 3, 6 and 9 years worked, employees will receive 1 additional day's leave. There is also the option to buy up to 5 additional days holiday per year or carry over 5 days holiday to the following year. This holiday entitlement is pro-rated for new starters and part-time employees.



Healthcare

Employees are offered **Private Medical Insurance**, a **Health Cash Plan**, **Life Insurance** and **Income Protection**. Our **Employee Assistance Programme** provides employees and their family members additional support on problems which may be impacting their work/home life, health and wellbeing and is available 24 hours a day, 365 days a year.



Sick Pay

We offer enhanced Company Sick Pay, where employees receive their normal pay for up to 13 weeks (65 days) of absence through illness in any rolling 12-month period. This is pro-rated for part-time employees.



Pension

Subject to the eligibility criteria, employees are enrolled in our pension scheme but can opt out if they so wish. The charity contributes 5% and employees contribute a minimum of 4%.



Cycle to Work Scheme

Employees can purchase a commuter bike, clothing and accessories, whilst spreading the cost over a 12-month period and making savings through a tax break.



Family Friendly Policies

Our Family Friendly Policies have been designed to support employees by offering different types of leave that may be taken. Subject to the eligibility criteria, we also offer enhanced pay.



Learning and Development

My Learning, Our Breakthroughs programme has been designed to enable employees to develop their skills, knowledge and behaviours, add value and drive organisational success.



Electric Vehicle Scheme

Employees can lease an electric vehicle via a Salary Sacrifice Scheme. This includes 4,000 free miles of charge, charger, insurance, servicing, tyres, maintenance and breakdown all in one monthly payment.



TERMS OF APPOINTMENT

Contract Type: Fulltime/ 24-month Fixed Term Contract,

Salary: Circa £63,000 per annum

Working Hours: 35 hours per week

Ways of working: As part of our Agile ways of working you will be required to work approximately 2 days a week from the office, which is subject to the requirements of the role and the business needs. Flexibility on where you work can be split between working from home and our office.

Roles that are classed as part of the Agile ways of working are not able to claim any costs for Mileage/Travel on Public Transport, Accommodation and/or Meals. This includes when attending the office for various meetings/events.

OUR OFFICE

Our office is at 3 Riverside, Granta Park, Great Abington, Cambridge, CB21 6AD.

Granta Park sits next to the River Granta and has its own lake and three woodland walks. It is home to a variety of wildlife and has a range of amenities to provide a convenient work-life balance, including Nuffield Health Fitness & Wellbeing Centre and a restaurant.

There is a good public transport system with a frequent bus and train service from the city centre and surrounding areas, along with a commuter bus service which picks up from both Cambridge Train Station and Whittlesford Parkway Station. The park also offers a free car sharing scheme and free parking.





HOW TO APPLY

We value diversity and are committed to creating an inclusive culture where everyone can be themselves and reach their full potential. We actively encourage applications from people of all backgrounds and cultures, particularly from those in the global majority, those with disabilities, men and those from the LGBTQIA+ community. Any offer of employment is however subject to you having the right to work in the UK.

As part of our commitment to being an inclusive employer and ensuring fairness and consistency in our selection process, we will handle your CV and application with the utmost confidentiality. Should you require any adjustments at either the application or interview stage, please contact us at recruitment@alzheimersresearchuk.org.

To be considered for this role, please create an online account using our Online Recruitment Platform, via your desktop or mobile device, which can be accessed through our [Job Vacancies page](#).

Once you have created your online account, you will be able to apply for this role, and can attach your CV. You will also be able to track your application, view other vacancies and sign up for future job alerts.

Your supporting statement should summarise the following:

- Why you are interested in applying for the role.
- How your skills, knowledge and experience meet the requirements of the person specification

The closing date for applications is **21st June 2026**, with interviews being arranged once shortlisting has been completed. We would encourage you to submit your application at the earliest opportunity, as on occasion we may have to bring forward the interview date and/or the closing date based on the needs of the business. Although a possibility, this will only happen in exceptional circumstances. Please indicate in your covering letter if you are unable to attend an interview on a certain date.

GENERAL DATA PROTECTION REGULATIONS (GDPR)

CVs will be kept by Alzheimer's Research UK in line with the General Data Protection Regulations. Although we will endeavor to consider previous or speculative applications where possible, due to the number we receive, we encourage you to regularly view our website for upcoming opportunities and sign up for future job alerts.

TESTING POLICY

[Animal Testing Information - Alzheimer's Research UK \(alzheimersresearchuk.org\)](#) – Please see the link above regarding our animal testing policy at ARUK.

[Stem Cell Testing Information - Alzheimer's Research UK \(alzheimersresearchuk.org\)](#) – Please see the link above regarding our Stem Cell testing policy at ARUK.