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| Job Title | Full Stack Developer |
| Reports To | Managing Director |
| Salary | £50,000–£60,000 dependent on experience. |
| Contract | Permanent |
| Hours | Full-time, 37.5 hour working week Monday to Friday. Flexible hours. |
| Based | Remote or central London. Regular in-person meetings in London. |
| Benefits | Flexible and remote working, employer contribution to pension, regular training and individual professional development budget, significant growth potential |
| Start Date | As soon as possible |

The Organisation

[ImpactEd](#) is an award-winning social enterprise that supports schools and education organisations in understanding the impact that their programmes and interventions have on pupil outcomes.

Schools invest huge amounts of time, money and energy in different initiatives to support their pupils – from in-school tutoring to enrichment programmes to mentoring projects. But far too often, it is extremely challenging for them to assess what is working, and what isn't. ImpactEd aims to address this evaluation deficit, improving outcomes and life chances for children by helping schools to better prioritise those programmes that will make the biggest difference.

We do this through our digital platform which makes monitoring and evaluation easy for schools, and wraparound training, support and consultancy. We work across the country, with partners including national school groups such as [Challenge Partners](#) and [United Learning](#), and other third sector organisations such as [Nesta](#), [Teach First](#) and the [Young Foundation](#).

Founded in 2017, ImpactEd launched into schools in September 2018. Since then we have been growing rapidly, winning the Teach First Innovation Award, being named as finalists in the 2019 Education Resources Awards and having our work profiled by the Department for Education.

The Opportunity

Having built and launched ImpactEd based on the strength of school demand, we're now looking for a mid-level developer to join as the second hire in our technical team, working closely with our CTO and Managing Director to define our product roadmap, develop our Ruby on Rails platform, and shape the long-term growth of the organisation. You would be joining a tech for good initiative with considerable opportunity for growth and potential to grow into a leadership role.

We are a small, growing non-profit that uses technology to make a difference to the lives of tens of thousands of pupils. The ImpactEd platform is based on the work of an academic research team into impact evaluation methodology, and enables school leaders to easily identify the outcomes they are trying to achieve, map meaningful measures and report on impact, empowering teachers to make evidence-based decisions about what is working best in their school.

We are looking for developers with at least two years' or more professional experience writing web apps, ideally Ruby on Rails, a desire to strengthen their skills across all aspects of the stack and an interest in achieving social impact through technology. We view this as an opportunity to become a truly full-stack developer, with the potential to transition into a lead developer role and growing a small tech team.

You will also have opportunities to collaborate with the Managing Director and CTO on the product vision and technical delivery. As such, you'll be interested in the full lifecycle of the technical aspects of a product, and bring a genuine interest to how we can best solve user problems.

Though we are predominantly looking for mid-level candidates, we are open to speaking to applicants across all levels of seniority if your experience or specific skill set makes you particularly suited to the role.

Role Objectives

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| Platform Development | Most of your time you will be writing well-tested code, using Ruby (Rails) and front end to deliver features and fix bugs. We organise our workflow currently around Trello card and GitHub pull requests, and you'll work with our CTO to build, test and deploy features and fixes. You will need to be happy working largely independently. |
| Product Roadmap | You will spend some of your time planning and prioritising, working with the MD and CTO around sprint prioritisation and balancing bug fixes, feature development and addressing technical debt. Ideally, you'd also welcome contributing to changes in process, tools and development workflow as both the team and platform usage grow. |
| Problem Solving | You will spend some of your time responding to bug reports (both automated exceptions and human narratives) to work out what might have gone wrong and what we can do about it, and communicating this back to the relevant people. |

In addition, as the role develops, if of interest you will have opportunities to help recruit, mentor and onboard further developers, and potential to act as technical lead including sustaining the product vision as we grow.

About You

We are a small team and so full stack for us means both code (Rails backend, data modelling, server generated views, following visual style guides) and the full lifecycle of the technical aspects of a product (features, bug fixes, improving code quality, CI and automated testing, deployment).

We don't expect you to have experience in all these areas, but we're looking for someone that wants to work across the full product stack and is keen to develop their skillset in doing so. Tools and platforms you would be using include Heroku, AWS, Google Cloud, Typeform, Appsignal, Circle CI, Postgres, Ruby/Rails/Rspec, Sidekiq, Redis, Javascript (webpacker and StimulusJS) and HTML/CSS, but we're most interested in your backend web app development experience and capacity to learn new skills.

Essential skills and experience would be:

- Two years' or more experience writing and maintaining web apps, ideally Ruby on Rails (a bit more experience if no background in Rails; flexibility if you've been working exclusively with Rails)
- Familiarity with at least one database, through ORMs like ActiveRecord and/or directly
- Familiarity with automated test/build/integration/deployment techniques and TDD
- Ability to work across both front-end and back-end to deliver user-facing features

The best candidates will have experience or interest in some or all of:

- Turning product/customer requirements into actionable software implementations
- UI and contributing to prototyping and/or service and interaction design
- An interest or background in education or working in a non-profit context would be a great bonus

As well as technical requirements, we are looking for people who are:

- Good communicators, who can work with both specialists and non-specialists
- Learning and feedback focused, intellectually curious, and keen to develop their skillset
- Product-focused, prioritising how features add value rather than just meeting requirements

Why Us?

- Growing non-profit organisation with the use of technology for social impact at its heart
- Agile development environment with influence over product roadmap and decision making
- Opportunities for significant growth and career progression
- Join a team with a track record of success in both technology and education, including a highly experienced CTO, and the founders of [The Brilliant Club](#) and [Super Being Labs](#)

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| To Apply | Email a CV and one page note outlining your interest to owen.carter@impacted.org.uk . Owen can also be contacted for an informal conversation about the role. |
| Deadline | 8th July at 9am. Please note that exceptional candidates may be invited to interview ahead of this time, so early applications are strongly encouraged. |
| Process | We will be conducting initial phone calls on a rolling basis as candidates apply. We are planning for in-person interviews in London to take place on the 15th and 17th of July. |
| Details | Further details about the position can be found here: tiny.cc/FSdev |