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| **SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE** | |  |
| Position Title: | Drupal Developer |

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| **Team** | Applications Development | **Grade** | P3 |
| **Reports To (Title)** | Senior Manager, Product Development (Web) | **Contract Length** | Permanent |
| **Location [Physically based in]** | Any existing SCI office location (or remote) | **Time-zone [the time-zone that the role holder must be available to work in]** | Any |
| **Language(s)** | English | **Positions available** | 1 |

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| **Team and Job Purpose** |
| **Team purpose** Purpose of the team is to lead on the development and configuration of Save the Children’s global  business and operating applications used across SCI and Members. The team are key to maintaining the  application portfolio as fit for purpose and developing new and existing systems in line with business  requirements, maximising the value they deliver and enabling our organisation to achieve impact for  children. Working in partnership with Transformation Delivery, the team are accountable for delivery of  application developments for Transformation Delivery projects, SCI Functions and internal IT functions.  **Role purpose** The role holder will be responsible for delivery of large and complex transformation projects, in partnership with internal stakeholders and external partners. The role involves designing, building and continually improving Drupal-based web applications as well as working on a wide range of other web applications using different technologies. The role holder will focus on creating highly available, test-driven, fast and resilient websites, while setting up best practices for others to adhere to. The role also involves coaching and mentoring other developers to consolidate a strong in-house SCRUM team.  Working with the infrastructure team and the IT security team, the role holder will be responsible for setting up and maintaining relevant environments, and to ensure security and reliability of all systems as well as ensuring all integration pieces with other internal systems are managed correctly to minimise the risk and impact of changes. |

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| **Principal Accountabilities** |
| * Design and build web applications based on detailed requirements. * Create high-performance, dynamic templates from flat design files. * Ensure optimization, availability, and reliability of web applications. * Develop custom Drupal modules to build advanced features and integrate with external systems. * Collaborate with the digital fundraising team to optimize organic search and conversion rates. * Influence architecture decisions to build future-proof solutions. * Design and manage the release process and the product lifecycle. * Build effective CI/CD pipelines for immediate feedback and fast product iterations. * Lead and establish best practices for Drupal development within the organization. * Advocate for test-driven development, design unit test strategies, and work with the testing team on integration and automated testing. |

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| **Budget** |
| No direct budget responsibility |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: None  Manager of a team: No  Team Manager (manager of multiple teams): No |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: No  Percentage of required for travel: N/A |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)   * Business Product Owners * Business Stakeholders * Transformation Delivery (TD) (PMO, Project Teams, Business Analysis) * Functional Experts (Business and IT) * Other IT teams (specifically, Testing and Release Management, Architecture, BI, Operations and Support)   **External**   * Vendors * 3rd Party Support organisations |

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| **Competencies** |
| Cluster: Leading Competency: Delivering Results Level: Accomplished Behavioural Indicator: Establishes clear and compelling objectives with teams and individuals and monitors progress and performance.  Cluster: Leading  Competency: Developing Self and Others Level: Accomplished Behavioural Indicator: Identifies clear development needs and development plans through regular constructive reviews of their own performance (and their team’s where appropriate).  Cluster: Leading  Competency: Delivering results  Level: Accomplished  Behavioural Indicator: Provides resources and removes obstacles to support cross-organisational and/or geographically dispersed teams.  Cluster: Thinking Competency: Applying Technical and Professional Expertise Level: Accomplished Behavioural Indicator: Consistently applies technical expertise and best practices to their daily work activities, integrating up-to-date knowledge and trends in their work area.  Cluster: Engaging Competency: Communicating with Impact Level: Accomplished Behavioural Indicator: Promotes dialogue with key stakeholders through active listening and effective questioning.  Cluster: Engaging  Competency: Working Effectively with Others Level: Accomplished Behavioural Indicator: Enables people from a wide range of backgrounds and perspectives to contribute to positive outcomes. |

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| **Experience and Skills** |
| **Essential**   1. Considerable experience as a Drupal developer with strong Drupal 8/9 expertise. 2. Experience working on a multi-site Drupal platform with a global user base. 3. Excellent knowledge of PHP 7/8 and experience with PHP frameworks. 4. Strong experience in object-oriented PHP and building custom Drupal modules. 5. Expertise in creating themes and templates, and familiarity with accessibility standards (WCAG 2.1 AA). 6. Experience optimizing performance, working with caching, CDNs, and web application security principles (e.g., OWASP top ten). 7. Strong skills in HTML5, CSS3, JavaScript, and experience with Bootstrap or other SASS frameworks. 8. Experience with JS frameworks like AngularJS or React/Redux, and good working knowledge of Node.js and build automation tools (e.g., Gulp). 9. Expert knowledge of GIT, branching strategies, and experience working in a multi-developer SCRUM team. 10. Ability to lead development projects, manage CI/CD pipelines, and advocate for TDD, writing unit tests (PHPUnit), and automated testing.   **Desirable**   * Non-profit sector knowledge/experience. * Experience working in Drupal v7 and above. * Experience working with headless and serverless architectures. * Experience of working in organisations with international activities. * Managing SCRUM Teams. * SCRUM certifications (CSM) |

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| **Education and Qualifications** |
| **Essential**  Appropriate professional qualifications in technology.  **Desirable** A degree in Computer Science, Software Engineering, or a related field or equivalent experience. |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  Level 1:  A basic criminal record background (DBS) check is required/equivalent police record check.  *Level 2: either the post holder will have access to personal data about children and/or young people as part of their work; or the post holder will be working in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore, a police check will be required (at ‘standard’ level in the UK or equivalent in other countries).* |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 0.1 | December 2024 | Charlotte L Dutch |  |  |