**WEB DEVELOPER**

**ROLE DESCRIPTION**

**Hours:** 1 day a week

**Reporting to:**  Web Editor

**Remuneration:** £15,600

We are a small charity looking for a part time web developer with front-end design experience to enhance our site, stamma.org. You will develop the functionality and design of the site; build, integrate and develop as needed; suggest site improvements; and maintain security, backups and compliance.

We want a web generalist, someone with strong front-end coding, development and design skills as well as back-end CMS experience, ideally in Drupal. You will have several years’ experience working as a freelancer or for a web agency.

Our current site was developed over a short period in 2019. After two years, we have an insight around how we’d like to see it developed and we want someone to help us achieve that.

Our website isn’t a static wrap around to the organisation. It’s a vital source of information and insight into a complex issue where the architecture around finding information and help is crucial. It’s a library of inspiration and storytelling through articles and videos. It is where we anchor our campaigns and messages to the public and source activations for members. Our site needs to be responsive, to constantly adapt and inspire. So you need to be pretty good and darned ambitious.

Join us, work with the Web Editor and our small team.

**Site Technologies**

The site is built using Drupal 8. You’ll need to understand all of the tools (or be a quick study) if you’re appropriate to be considered for this role.

**DUTIES & RESPONSIBILITIES**

**Maintenance & Security**

1. Ensure the STAMMA website is effectively hosted, maintained and backed up, and that the site is running to full functionality at all times.
2. Ensure the website adheres to all UK legislation and nationally recognised guidelines, including privacy policies and data protection.
3. Ensure the site is effectively firewalled and respond to any hosting or hacking problems should they arise.
4. Ensure the site is compatible with multiple platforms and browsers, and meets accessibility standards [WCAG 2.0](https://www.w3.org/WAI/standards-guidelines/wcag/).

**Development**

1. ‘Own’ the online brand for STAMMA, be responsible for ongoing design changes and user experience improvements.
2. Maintain and develop the site in consultation with the Web Editor and STAMMA team.
3. Develop and maintain a manual of how-to documents, passwords, software used so that knowledge of the site can be maintained by STAMMA internally.
4. Demonstrate good knowledge of emerging social media plugins, tools and technologies to ensure that we maintain and develop the most effective integration of social and communication networks on the site.
5. Work with the Web Editor on developing SEO.
6. Design and build microsites & additional landing pages to support STAMMA campaigns and initiatives.

**Integration & Development**

1. You will need to integrate and develop Salesforce facilities within the functionality of the STAMMA website to enable robust and accurate data capture across the different areas of the site.
2. We offer webchat support via the website and capture feedback, and would like to see a more seamless integration to position videos, downloads and embedded content, and connect with Zoom or similar.

**Tracking & Analytics**

1. Ensure that Google Analytics is fully integrated, and that all pages/content are fully trackable for analysis. Work with the Web Editor over Google Analytics data and Hotjar to analyse site usage, set and maintain goals, and improve user journeys.

**ABOUT US**

Our Mission is to support anyone who stammers in the UK and tackle the stigma,

ignorance and discrimination that people who stammer face so that they can live their lives in full and with dignity.

**2019-2023 OBJECTIVES**

1. **To support more people who stammer** in the UK. We are upgrading and expanding our helpline operation, our support for local groups and networks, our support for families and for those wanting to find work or advance in the workplace.
2. **To educate the public around stammering**. We have baseline information about public awareness and understanding of stammering. We want to change perceptions and improve the public’s responses so that hearing a stammer is normalised.
3. **To manage STAMMA efficiently and effectively.** We are in the process of upgrading our systems to ensure that data is properly protected, that the information and support we provide is the best it can be, and that our staff are supported and work within a safe, managed environment.

**OUR VALUES**

We are a membership organisation with a diverse network, united by the experience of stammering and people who stammer. We celebrate different voices. It is not our place to make judgements about if or how people choose to manage their stammer.

* **We value collaboration.** We work with others to give the greatest voice, best insights and most effective campaigns for people who stammer.
* **We value community.** We provide spaces for people to come together to support, learn, celebrate and campaign for change.
* **We value the individual.** We listen to personal stories, provide a platform for sharing and respect individual choices.
* **We value diversity.** We seek out and celebrate different voices, perspectives and experiences in respectful debate.
* **We value openness.** We are open in our dealings; selfless and generous spirited, honest and straightforward, professional but informal. We are unafraid and speak truth to power.

We’re a small, newish team. We get on well with each other, we are keen to take on the world, campaign more, bring in more members, create change faster. And we’re still building our systems. So this a great time to join us.

Apart from the salary and the company, we’ve a generous pension scheme and offer

flexible working hours. We’re all currently working from home - but the plan is that this year we start to physically meet up at least once a month, and certainly we want to physically and regularly meet up, that said, we’re happy for people to work from home.

We’ll support your training needs, we want you to be as skilled as possible. We use Nest for staff pensions or we will pay into your own scheme. Once you have completed your probationary period we will match your pension contribution up to a maximum of 8%.

|  |  |  |
| --- | --- | --- |
| **PERSON SPEC** | **Essential** | **Desirable** |
|  |  |  |
| **Education/qualifications** |  |  |
| Degree level or higher qualification or 5 years’ industry experience in web design and development |  | X |
|  |  |  |
| **Personal qualities** |  |  |
| Judgement & the ability to work with others | X |  |
| Able to proactively set up systems within a growing organisation | X |  |
| Commitment to team-working, and respect and consideration for the skills of others | X |  |
| Self-motivated, pro-active | X |  |
| A strong commitment to STAMMA’s values | X |  |
|  |  |  |
| **Skills, knowledge & experience** |  |  |
| Good listener and good comprehension of English | X |  |
| Modern website development experience using Drupal 8 | X |  |
| Experience integrating with Salesforce, or other third-party APIs, and the ability to read and review API documentation | X |  |
| Experience working with third-party payment providers |  | X |
| A keen understanding of the necessity of the separation of concerns for content, style and function |  | X |
| Experience of managing the hosting and security of a website | X |  |
|  |  |  |
| Experience of building, maintaining a medium-to-large Drupal site with thousands of users. |  | X |
| Demonstrable experience and skills in theme development and how to author plugins to extend functions in a modular way | X |  |
| The ability to triage problems quickly, understand where solutions might be found, and work with the team to find solutions. | X |  |
| Experience with analysing user experience (UX) issues | X |  |
| Experience of using wireframes, personas and other analytical tools to build requirements | X |  |
| Experience of using Google Analytics to determine future site development |  | X |
| Experience using Google Ads or another ad platform |  | X |