

JOB PROFILE

How to Apply for this Job



James Morgan/Tearfund

Background on Tearfund

Who we are: We are a Christian organisation partnering with the local church wherever possible to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental and spiritual. See: Tearfund's [Theology of Mission](#)

Our vision: To see people freed from poverty, living transformed lives and reaching their God-given potential

Our mission: We follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty

Our values: We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred

Relevant scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8

Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact recruitment@tearfund.org.

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

Job Profile

Job Title	Systems Developer
Group	Finance & I.T.
Team	I.T.
Location	Location - Teddington office or flexible home working (2-3 days per month in Teddington office)
Responsible to	Senior I.T. Developer

Part 1 – Job description

1. Purpose of the team

To deliver and support an effective and enabling IT service for Tearfund worldwide. We support the objectives of Tearfund by delivering our service through close engagement with the organisation and ensuring that Tearfund IT is a cost-effective enabler for all aspects of Tearfund's work. The work of the team is critical to the successful operation of our work at every site throughout the world

2. Main purpose of the job

The purpose of this role is to work with colleagues and clients in the ongoing provision of a high quality cost-effective IT software solutions for the use of Tearfund staff. The core elements of the role are working collaboratively to define requirements, develop software solutions and support teams in the use of such systems.

3. Position in organisation

- Reports to a Senior Developer in IT

4. Tearfund's Christian culture

We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty and transforming lives. As a Tearfund staff member you are expected to:-

- Attend, in person or remotely, corporate Teddington Prayers on Wednesdays, to pray for Tearfund's work and spend time in prayer and worship together
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship

5. Organisational requirements

- All staff are expected to live out Tearfund's values as they represent Tearfund externally
- All post-holders are expected to fulfil their personal objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

6. Scope of job

- Working with a particular focus on an area of IT Development (Supporter Systems / International Systems / Corporate Systems depending on line manager's primary focus) on business analysis and to identify, develop and support software solutions which meet the needs of clients
- Working from time to time on other areas of IT Development under the oversight of the relevant Senior Developer
- Help to identify opportunities by which IT can better enable Tearfund to achieve its vision
- Implement and contribute to the overall IT service delivery in Tearfund

7. Duties and key responsibilities

Relationship Management

- Work with IT colleagues and other staff in the development of requirements documents providing IT input to select the most appropriate solutions based on relevant criteria such as fit with strategy, cost, delivery times, security and others
- Update clients on the status of work packages ensuring that any delays or other impacts are clearly identified and communicated in a timely manner

Software Solutions Management

- Work independently or with others to undertake business analysis and then design, build and implement software solutions which meet the agreed requirements
- Provide estimates of development effort against requirements
- Work with colleagues within the primary focus area to identify opportunities & threats and input into the IT strategy in the focus area
- Ensure that solutions developed are properly tested and meet requirements
- Ensure that in-house development follows agreed standards and is properly documented
- Develop testing plans and work with clients to implement such plans and implement required changes identified through this process
- Work with the IT Support & Operations Manager to provide appropriate levels of support for solutions within reasonable timescales taking into account complexity and urgency/importance of issues

External Environment

- Stay abreast of software engineering trends and practices
- Monitor external opportunities (or threats) and identify appropriate internal responses to those

Other

- To take responsibility for reviewing own personal development and overall team tasks

Part 2 – Person specification

Job title: Systems Developer

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Degree level qualification (or able to demonstrate equivalent mental ability) 	<ul style="list-style-type: none"> Degree in related subject e.g. computing or software development
Experience	<ul style="list-style-type: none"> Working in a team environment Working on complex software development projects Working with end users to identify requirements Providing support to staff for software solutions Defining testing procedures both within IT development and with end users 	<ul style="list-style-type: none"> Experience negotiating contracts for IT services and hardware/software Experience of working with a diverse range of people / cultures
Skills/Abilities	<ul style="list-style-type: none"> Programming skills in a modern object orientated programming language Proven ability in Microsoft SQL Server Proven ability in IT requirements capture, systems design and development Ability to articulate technical issues in non-technical language to end users Strong problem solving skills Clear thinker and communicator with excellent written and verbal skills Good administrative and organisational skills and excellent attention to detail The ability to work with users to understand their problems 	<ul style="list-style-type: none"> C# .Net Microsoft Reporting and Analysis Services Power BI Azure Devops Understanding benefits and issues around Cloud-based applications An understanding of the needs of the Charity sector
Personal Qualities	<ul style="list-style-type: none"> Committed Christian who recognises Jesus Christ as their Lord and Saviour Committed to Tearfund's Mission, Values and Beliefs Good interpersonal skills 	
OTHER COMMENTS: <ul style="list-style-type: none"> All roles require a DBS/Police check Tearfund is a member of the SCHR Misconduct Disclosure Scheme Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure 		

TEARFUND
Information for applicants

Job title: Systems Developer

Office hours:

Monday to Friday 9.00am - 5.00pm with one hour for lunch.
35 hour working week

Annual leave - full year:

25 days pro-rata
+ statutory bank hols
+ additional days at Christmas

Sick leave scheme:

Based on length of service

Non-contributory pension scheme:

Tearfund will contribute 10% of your salary to your pension. All staff are contractually enrolled onto the Tearfund group pension scheme

New staff service:

6 months probationary period with a 3 month review

Grade: 2

Salary: £43,081 per annum