



## SENIOR DEVELOPER

Location: Westminster, London with occasional flexibility if required  
Role: Full time, Monday to Friday  
Timing: Rolling recruitment. 1st interview within one week; offer within two weeks  
Salary: £50-75K, commensurate with experience

## ABOUT THE ROLE

We are hiring a **Senior Developer**.

Policy in Practice is an award-winning socially focused software and analytics company, based in Westminster. Our main software is a comprehensive benefit calculator, which is sold to clients as a web-based tool, and used in-house to provide bulk analysis.

Our development team is growing fast to meet increasing demand, and we're looking for someone to act as technical lead, helping the CTO to build an in-house development team and set high standards for software quality. This is a good opportunity for someone with considerable technical experience who wants to extend their skills and impact by leading a wider team, without losing sight of direct development.

Your role will be to:

- Improve our existing applications
- Design and build new software
- Improve our delivery and deployment processes
- Set and enforce code quality standards for the wider team
- Support other developers in improving their programming skills, through a combination of code mentoring, pairing, code review and leading by example
- Direct the company's thinking on software architecture
- Assist with recruitment of further developers

You'll be working alongside a CTO, two remote developers, senior technical analyst, Tableau specialist, product manager, on-site policy and analysis team, and the wider organisation. We'll be immediately recruiting further in-house developers, and you would be assisting with that.

Your work at Policy in Practice will mean you will be at the forefront of technology in the government space. We are creating new approaches to the formation and implementation of policy by putting the person first, using data. To support this vision will require all of your energy, abilities and ambition. You will be keen to develop your skills across the full stack and excited to learn new technologies. This will be a challenging role; you will be hands-on, unafraid of getting stuck in and focused on great results.



# Policy in Practice

## TECHNICAL REQUIREMENTS

You must be highly proficient in designing, building and maintaining JavaScript and / or TypeScript. Ideally, experience in Angular would also be of help.

Our current tech stack uses:

- JavaScript
- TypeScript (~90% of the code base!)
- Angular 6
- Node.js
- Mocha, Jasmine and Protractor
- MySQL and PostgreSQL
- AWS EC2 instances for hosting, plus a few Lambda functions
- Stata and Excel (used extensively by our policy and analysis teams)
- Tableau (used for map-based presentation of analysed data)

Our current development practices include:

- Standard JS / TS / Angular OOP coding style
- TDD using Mocha, Jasmine, Protractor
- Git version management (we use GitLab at present)
- Deployment automation (using GitLab CI/CD)
- Two week sprints, to agree and track short term delivery
- Road map for longer term planning, reviewed quarterly

We expect that you will bring 3+ years of experience as a professional developer. And you will definitely bring a thirst for learning, a love for technology and a deep desire to solve real problems in our society.

The position is offered as a full time permanent contract.



## ABOUT POLICY IN PRACTICE

Government policy is complicated, confusing and ever changing. This makes the welfare system difficult to understand, to communicate and administer. We simplify the welfare system for individuals and organisations. We help people understand how government policy affects them so that they can make decisions.

Our tech engine models how the policies of four government departments affect thousands of families on low incomes. We use a scientific approach to data visualisation to drill down to individual households, track the effectiveness of support and help people to take control.

We have so far supported over 75 local authorities, housing associations and work and health organisations to improve the future for many people across the country. We are able to track the living standards of over one million households, 1 in 8 of everyone using the welfare system, via anonymised data sets.

Our mission is to reduce poverty which we do through our key software products:

- [Benefit and Budgeting Calculator](#), is award winning and visited 10,000 times a day. It provides personal budgeting support and helps people to grow their financial resilience without the need to be an expert in the welfare system
- [Low Income Family Tracker Dashboard](#), which helps councils target resources more accurately, spend money more effectively and meet their statutory obligations

## HOW TO APPLY

Please send your CV with a short covering letter or video that clearly outlines your qualifications, suitability and interest in the post to [admin@policyinpractice.co.uk](mailto:admin@policyinpractice.co.uk)

## THE INTERVIEW PROCESS

After each stage of the process, we will let you know within one or at most two days whether we wish to continue to the next stage:

1. **Initial sift** - We will look at your CV and covering letter, and decide whether your skills, experience, availability and expectations match to what we're looking for.
2. **Phone interview** - We will talk about the role, ask about your previous experience of working with technology and of managing or guiding development, ask a couple of technical questions to understand how you think through technical challenges, and answer any questions you might have. The interview should last around 20 minutes.
3. **Pair coding and interview** - We will conduct an in-depth interview. This will consist of a pair coding exercise conducted on (shared in advance) production code lasting two hours, followed by a discussion about the role, what it would involve, what you're looking for and what we can provide, and how it fits with your experience and interests. Discussion would last for one hour. We have a strong preference for conducting this interview in-person, at our London office in Westminster. We would consider remote interviewing or out-of-hours interviewing if necessary.
4. **Offer** - We let you know we would like to offer you the role, and would look to negotiate and send out a contract within one week at most.