Developer

Location	Remote working and office-based are both possible, but you'll need to spend regular time at our Westminster, London office to work directly with the rest of the team (subject to COVID-19 lockdown restrictions)
Role	Permanent, 5 days per week
Salary	£30,000 to £45,000 depending on experience
Industry	GovTech; public policy and research
Start date	ASAP
About PIP	Company slide deck and website

About the role

Policy in Practice is an award-winning socially focused software and analytics company, based in Westminster. We provide a comprehensive, online benefit calculator service for multiple industries. We also use the underlying benefit engine to power larger scale household modelling for councils and wider government.

Your work at Policy in Practice will place you 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.

Technical requirements

You will be working with our senior development team primarily to support and grow our Benefit and Budgeting Calculator. There are also great opportunities for developing new technical skills and working on the core data engine, which supports thousands of people each day.

Your technical skills must include:
- JavaScript
- TypeScript
- Angular 8+, or a similar frontend framework (e.g., React, Vue)

www.policyinpractice.co.uk

- Git version control (we use GitHub)
- Working as part of a Scrum project team (fortnightly sprints, retros, standups)

Ideally you would also have some prior experience with:
- Server-side development (Koa, TypeScript)
- Writing SQL queries
- Testing libraries (Jest, Mocha, Jasmine, etc.)
- AWS services (RDS, ECS, S3, Lambda)

The more of our tech and practices you are familiar with, the better. We expect you to have at least 2 years developer experience. A thirst for learning, a love for technology and a deep desire to solve real problems in our society will also be helpful in this role.

About Policy in Practice

Government policy is complicated, confusing and ever changing. This makes the welfare system difficult to understand, communicate and administer. We simplify the welfare system for individuals and organisations. We help people understand how 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 councils, housing providers 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](#) - 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](#) - helps councils target resources more accurately, spend money more effectively and meet their statutory obligations

You can [learn more about the team and what it's like to work at Policy in Practice here](#).

How to apply

Please send your CV with a short covering letter that clearly outlines your qualifications, suitability for and interest in the post to admin@policyinpractice.co.uk.

Interview process

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

1. **Initial sift**. We will look at your CV and covering note, and decide whether your skills, experience, availability and expectations match to what we're looking for.
2. **Initial interview**. We will talk about the role, ask about your previous experience of 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 30 minutes.
3. **Pair coding**. This is intended to understand your technical skills, facility with code mentoring, and ability to establish rapport with the existing team. We will organise up to three one-hour remote pairing sessions, during each of which you will work through a technical challenge you may face in the role with one of the developers who would be overseeing your work using a screen-share.
4. **Final interview**. The CEO and current a senior analyst will give feedback, ask any remaining questions and resolve any concerns arising on either side. The interview will last between 30 minutes and one hour.
5. **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.