



Engineering team member

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	£35,000 to £85,000, depending on experience
Industry	GovTech; public policy and research
Start date	Depending on finding the right fit
Current team size	Four permanent, three freelance
About Policy in Practice	Company slide deck and website . Read The real challenge with technology projects isn't technology by our CTO, David Carboni

About the role

We are growing our engineering team and looking for people with a shared belief in the power of data and technology to change lives. As a team we want to build a solid engineering culture so that we can move the company and mission forward, connect as people and learn and grow personally and professionally.

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.

You will have the opportunity to work across our product range, including calculator and analytics services that support thousands of people each day, and grow our tech to serve new markets and work with new datasets in a secure and scalable way.



You will play a key part in an intentionally small engineering team, working in a scale-up environment. That means there's plenty of opportunity to take responsibility and lead on new development work, as well as improving our ways of working and updating existing technology. The engineering team takes responsibility for the quality of our code base, the velocity and flow of work and the reliability and experience of our service to users, all key parts of delivering on our commitments.

Engineers at all levels of experience work closely with roles across the organisation at all levels of seniority. Your role will involve a diverse range of activities, including:

- Being an active part of the development team, and helping team members work well with each other and the rest of the company
- Getting involved in a range of activities, including front-end, back-end, testing, continuous integration and deployment, infrastructure as code and security testing.
- Investing in and improving team skills and practices through co-mentoring, pairing, code review and leading by example
- Communication, stakeholder management and relationship building to craft a well-gelled engineering team that's known as a trusted partner for marketing, sales and policy & operations and is an integral part of the business
- Shaping the company's thinking on software, technology, architecture and how to build systems that work for us, for our customers and our users over the long run
- Attracting and helping to hire new team members as the business grows
- Co-ordinating development through internal relationships with product management, compliance and operational staff
- Managing external technical relationships with e.g. pentesters, infrastructure specialists, accessibility testers and contractors
- Contributing to technical discussion and scoping of work internally and with clients
- Ensuring the security of data entrusted to the organisation, minimising the risk of security breach, potential data loss or downtime, and engaging in post-mortems and follow-up when things do go wrong (or right)

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. To support this vision will require energy, enthusiasm, ability and ambition. You will be keen to develop the team's skills across the full stack and excited by the potential for improving people's lives. This will be a challenging role; you will be hands-on, unafraid of getting stuck in and focused on great results.

Technical requirements

Whatever level of experience you have, we won't expect you to know all of these technologies. Interest and aptitude for ongoing learning and development in these and related technologies is more important than what you know today:

Our benefits model uses:

- JavaScript
- TypeScript (~90% of the code base)
- Node.js (all backend applications, with platforms such as Koa)
- Angular
- Mocha, Chai and Cypress
- AWS (S3, Cloudfront, Fargate, RDS MySQL)

Our data management workflow uses:

- Node.js (batch calculations on the benefits model)
- AWS (RDS PostgreSQL, Fargate, Lambda, S3)
- Stata and Excel (used extensively by our policy and analysis teams)
- Python (for pipeline Lambdas)
- Tableau (used for visualisation of analysed data in dashboards)

Our development practices include:

- Standard JS / TS / Angular and other language coding styles
- Testing using Mocha, Chai, Jasmine and Cypress
- Git version management (we use GitHub at present)
- Deployment automation (CircleCI, GitHub, GitHub Actions) dependent on code review and automated quality checks
- Infrastructure as code with the AWS Cloud Development Kit
- Two week sprints, with epics, tickets and roadmaps on Jira, and quarterly roadmap review

The more of our tech and practices you are familiar with, the better. Learning and growth is most important because tech doesn't stand still and our products will continue to evolve. We like to incorporate new technology when it makes work flow better and helps us shift more energy towards outcomes. The more experience you have, the more we look for the ability to reason about, design and build systems in any technology, with an eye for simple, clean solutions and the pragmatism to deliver value to customers alongside the discipline to keep it sustainable.



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 100 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 platform](#) - helps councils target resources more accurately, spend money more effectively and meet their statutory obligations
- [Multi Agency Safeguarding Tracker](#) - winner of a British Data Award 2021, this tool helps social workers make decisions using information from other safeguarding partners

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 jobs@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 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 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 with one of the developers you would be managing using a screen-share
4. **Final interview.** The CEO and CTO 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.