JOBTITLE: FRONT-END DEVELOPER (HTML/CSS/JAVASCRIPT)

REPORTSTO: EXECUTIVEDIRECTOROFTHEPSYCHOMETRICSCENTRE

Background

The Psychometrics Centre at the University of Cambridge publishes tests and data visualisations that are used by millions of people worldwide. We are seeking to hire a Front-End Developer to take these tools to the next level. You will contribute design thinking and creative flair to our multidisciplinary team, helping to translate ground-breaking research into beautiful applications for the public, academia and business.

The Psychometrics Centre is part of the Cambridge Judge Business School and the role is administered by Judge Business School Executive Education Limited. Your personal and professional development will be continuously supported by a diverse and vibrant atmosphere at the University of Cambridge, and by the Centre’s collaborative culture.

PsychometricsCentrewebsite: www.psychometrics.cam.ac.uk

ThePsychometricsCentre

The primary focus of the role is translating cutting edge research into interactive user experiences and outputting quality front-end code for high stakes applications and environments. You will be working closely with our two other software engineers and the leadership team to support the development of assessment products.

The role

Main responsibilities

Programming and integrating components into software products

- Writing clean, maintainable code, adhering to agile development methodologies.
- Creating automated tests for critical parts of the user interface.
- Taking ‘mobile first’ and cross-platform approach, which considers the need for responsive and intuitive design, load times, accessibility, performance, etc.
- Integrating into current software development process.

Designing user interface components for online applications and marketing materials

- Designing visual elements for websites, white paper-style reports, brochures, etc.
• Backing UX decisions with research and data from heat maps, click stats, etc.
• Collaboration with team members to ensure all-round visual quality of external tools and communications.
• Providing and presenting user interface mock-ups.
• Overseeing compliance with University and other applicable brand guidelines.

The person

The ideal candidate should have the following qualities, skills and attributes. You are asked to provide a covering letter demonstrating how your own experience meets these requirements.

Essential skills

• Demonstrable experience in developing front-end applicants and user interfaces in a professional working environment.
• Ability to write semantic HTML5 mark-up and output CSS3 with SASS/LESS pre-processors.
• Strong knowledge of JavaScript/TypeScript and experience with, or willingness to learn, Angular.
• Comfortable using graphics software (e.g. Adobe Photoshop) for design, mock-ups, templating and discussion of creative ideas.
• Demonstrable creativity and design thinking in a software development context.
• Effective communication skills and proactive outlook on collaborative projects.

Desirable skills

• Experience of using source code revision control with GIT and build tools (e.g. Angular CLI, Webpack, Grunt, NPM, Gulp).
• Experience of testing front-end code (e.g. Mocha/Chai, Karma, Protractor, Selenium).
• Expertise in or willingness to learn about mobile application development (iOS/Android).
• Familiarity with RESTful APIs, JWT authentication.
• Familiarity working with Docker containers.

Benefits

This is a full-time position working 40 hours per week. There will be a nine-month probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays for full-time staff (the holiday year runs from 1 October to 30 September). The post holder will be eligible to participate in the Company’s staff incentive plan (Annual Employee Bonus Scheme) once they have passed their probation.

This is a contract for one year in the first instance with possibility for further extension.

The full incremental salary range for the position is advertised in order to demonstrate the progression for the Grade. In the majority of cases appointments will be made at the Grade minimum; only in very specific exceptional circumstances can a higher salary be offered.
The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world's oldest and most successful universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance. In addition we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits. There is also a range of information about living and working in Cambridge at www.jobs.cam.ac.uk.

Application arrangements

To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at www.jobs.cam.ac.uk and click on the "Apply online" button at the bottom of the relevant job description. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

**The closing date for applications is 25 August 2019.**

Applicants are required to provide details of two referees. These will not be contacted unless the applicant is short listed.

Applicants who do not hear from us within six weeks of the above date should assume they have not been shortlisted.

Applicants are encouraged to visit the Psychometrics Centre website: www.psychometrics.cam.ac.uk and familiarise themselves with the nature and diversity of the Centre's work. Many of the Centre's online projects have challenging visual and interactive elements, of which some examples are provided below. The role-holder would be involved in developing and refining similar projects:

**Apply Magic Sauce**

- **Website:** https://applymagicsauce.com/demo
- Psychological prediction from Facebook Likes and text samples, using proprietary Centre technology to educate and engage digital citizens regarding privacy and online behaviour.
- Developed in-house. 2014.

**Predictive World**

- **Website:** https://predictiveworld.stinkstudios.fr/en
• Interactive data visualisation using WebGL, connecting to Apply Magic Sauce API and a large back-end MySQL infrastructure (containing 6.4 billion data points) to generate real-time predictions about the user.
• Used by over one million people worldwide in seven languages within three weeks of launch.
• Developed for Ubisoft with Sid Lee and Stink Digital Media. 2016.

Other Centre websites

• www.discovermyprofile.com - developed in-house. Platform for self-assessment
• www.concertoplatform.com - developed in-house. Open source test development software

Equality of opportunity at the University

The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women’s Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, the University was ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall’s Workplace Equality Index 2011.

Information if you have a disability

The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact, a member of Cambridge Judge Business School’s HR team who are responsible for recruitment to this position, on (01223) 768497 or by email on hr@jbs.cam.ac.uk. Alternatively, applicants can contact the HR Business Manager responsible for the department they are applying to via hrenquiries@admin.cam.ac.uk.