JOB TITLE: FRONT-END DEVELOPER (HTML/CSS/JAVASCRIPT)

REPORTS TO: EXECUTIVE DIRECTOR OF THE PSYCHOMETRICS CENTRE

Background

The University of Cambridge Psychometrics Centre 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 (CJBS) and the role is administered in Cambridge Judge Business School Executive Education Limited (JBSEEL). Your personal and professional development will be continuously supported by a diverse and vibrant atmosphere in the University of Cambridge, and by the Centre's collaborative culture.

Find out more about the Psychometrics Centre (www.psychometrics.cam.ac.uk) and Executive Education programmes (www.jbs.cam.ac.uk/execed).

The role

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 a wide range of innovative assessment products.

Main responsibilities

Programme and integrate components into software products

- Write clean, maintainable code, adhering to agile development methodologies.
- Create automated tests for critical parts of the user interface.
- Take 'mobile first' and cross-platform approach, which considers the need for responsive and intuitive design, load times, accessibility, performance, etc.
- Integrate into current software development process.

Design user interface components for online applications and marketing materials

- Design visual elements for websites, white paper-style reports, brochures, etc.
- Back UX decisions with research and data from heat maps, click stats, etc.
• Collaborate with team members to ensure all-round visual quality of external tools and communications.
• Provide and present user interface mock-ups.
• Oversee 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 applications 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 (eg 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 a proactive outlook on collaborative projects.

**Desirable skills**

• Experience of using source code revision control with GIT and build tools (eg 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, permanent position working 40 hours per week. The salary will be in the region of £35,000-£50,000 per annum based on experience. There will be a six-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).

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.
Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: www.pensions.admin.cam.ac.uk.

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

Candidates are asked to submit a full curriculum vitae and a covering letter explaining their interest in the position and how their experience would help them fulfil the role to Helen Machin, HR Advisor by email via hr@jbs.cam.ac.uk.

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

The closing date for applications is midnight on Sunday 15 August 2021.

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: www.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: www.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.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 2013.

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 Helen Machin, HR Advisor to Judge Business School Executive Educations Ltd, who is responsible for recruitment to this position via email at hr@jbs.cam.ac.uk