

Web Developer

Job Description



Salary – £40,000 to £45,000



Location - Remote working with travel to Plumpton Head Office and other Office Locations as required for business needs.



Working hours – Full-time



Contract – Fixed-term (12-months)



Reporting to – Head of Engineering

Who is Genius Within and What do we do?

Genius Within CIC is a social enterprise established in 2011 to help neurominorities fulfil their potential in employment and their careers. Neurodiversity creates strengths that can benefit workplaces and communities.

We are working towards a future where all adults with neurodiversity will be able to maximise their potential and work to their strengths; where those with problems at work or in custody receive the diagnosis, coaching and support that they need. We provide Assessments, coaching, awareness training and in work support alongside social inclusion work and services for young people.

Equality, Diversity & Inclusion

Genius Within cares deeply about creating a diverse and inclusive workplace. We are proud to be an equal opportunity employer and a disability confident leader. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, or gender identity.

Genius Within does not require disclosure to make reasonable adjustments. We ask all employees “how can we support you to work at your best” and are adept at provision of coaching, technology, flexible terms to meet this objective. Our highly successful majority disability staff team are testament to the benefits of making adjustments.

About Us

Genius Within CIC is a dynamic organisation dedicated to developing robust digital solutions to support the neurodiverse community. Our core platforms are Laravel-based applications hosted in AWS environments, utilising Bitbucket CI/CD pipelines for seamless testing and deployments.

As a small but growing development team, we work in a collaborative and agile environment, partnering closely with digital, UX, and marketing teams to deliver high-quality products.

We value people who are passionate about coding and excited to contribute to the growth and development of the team.

Role Overview

We are seeking a passionate Mid-Level Web Developer to join our growing team. Your responsibilities will cover both frontend and backend tasks, ensuring seamless functionality and an optimal user experience.

This is an excellent opportunity for someone looking to take ownership of development tasks and contribute to fast-evolving products.

The successful candidate will take on a key role in developing and maintaining our platforms while contributing to the team's culture and growth.

Main Duties and Responsibilities

- Develop and maintain frontend features using Blade templates, SCSS, and jQuery.
- Build and optimise backend components, including models, controllers, migrations, and API endpoints.
- Write and maintain unit tests to ensure code quality and functionality.
- Collaborate with internal stakeholders to implement new features and improvements.
- Participate in code reviews and contribute to continuous improvement in the development process.
- Demonstrate strong experience in Git, including branching strategies, conflict resolution, and maintaining code integrity across multiple environments.
- Manage and deploy application updates via Bitbucket CI/CD pipelines.
- Work in an agile environment, providing input during sprint planning and retrospectives.
- Troubleshoot and resolve issues in both development and production environments.
- Contribute to the onboarding of new team members and provide mentoring to junior developers.
- Play a role in fostering a positive team culture, sharing knowledge, and encouraging collaboration.

General Responsibilities

- All employees are expected to live the company values of passion, professionalism, openness, integrity and loyalty.
- Take responsibility for own CPD (Continuing Professional Development) in line with Genius Within expectations.
- Ensure that all Genius Within policies, e.g. Equality and Diversity, Code of Conduct, Safeguarding procedures, Health and Safety, Data Security, are fully applied at all times.
- Ensure accurate and secure handling of data including DBS, case notes, and financial records.
- To be responsible for promoting and safeguarding the welfare of the vulnerable adults you come into contact with.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with their line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

Knowledge, Skills, and Experience

Required

- 3+ years of experience with a focus on Laravel.
- Proficiency in frontend technologies, particularly HTML, SCSS, and jQuery.
- Strong understanding of backend technologies, including PHP, MySQL, and API development.
- Experience in writing and maintaining unit tests for both backend and frontend components.
- Strong experience in Git, including expertise in using version control for collaboration, branching, and managing deployments.
- Experience with CI/CD pipelines for application deployment.
- Ability to work within agile methodologies, using Jira and Confluence.
- Excellent problem-solving skills and attention to detail.
- Strong people skills, with the ability to support other developers as the team grows.

Desirable

- Experience working with AWS cloud architecture and infrastructure management (EC2, RDS, S3).

Other Information

Genius Within is an accredited Disability Confident Leader. If you require any adjustments, please let us know as soon as possible to support you to be at your best during this process.

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The successful candidate must undergo a basic DBS check, on the basis that the role involves contact with vulnerable adults, in accordance with the Rehabilitation of Offenders Act (1974). Other relevant recruitment checks may also be carried out, including HMG Baseline Personnel Security Standard and prison vetting and clearance.

We recognise the contribution that people with criminal records can make as employees and associates and welcome applications from applicants who meet the role requirements. A person's criminal record will not, in itself, debar that person from being appointed to this post. Any information given will be treated in the strictest confidence. Suitable applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying.

Our core values include openness and integrity and we work hard to create a culture built on trust and transparency. This is extremely important in order to serve our community who rely on us to provide a safe space and support for them to unlock their own Genius Within. vetting and clearance.