



PHP Web Developer

Role Profile

Job Title: PHP Web Developer

Reports to: Head of Technology

Duration: Permanent subject to a 6-month probationary period

Start Date: ASAP

Hours: 37.5 hours per week

Salary: £30,000 - £40,000 per year

Role Profile

About Substance

Substance is a research and technology company working across different sectors and with many types of organisations including charities and social businesses; local, regional and central government; and national and international governing bodies. It has a specialist interest in the social dimensions and impacts of sport and physical activity.

Our core team is made up of experienced social researchers, technologists and programme managers, each with their own specialisms. What we share is an ambition to make organisations that do good have a greater impact.

Substance is based in Manchester but due to its policy of working primarily from home, we have staff employed from all over the UK.

Who we work with

- National government departments, such as the Department for Digital, Culture, Media and Sport, Home Office, Department for Education and Department for Food, Environment and Rural Affairs.
- Regional and local government bodies such as the Greater London Authority and the Greater Manchester Combined Authority.
- National and international strategic organisations such as Sport England, UK Sport, Premier League Charitable Fund, Big Lottery Fund, the Environment Agency and Big Issue Invest.

- National charities, such as Royal National Lifeboat Institution, the Wellcome Trust, BBC Children in Need, MIND, Groundwork and MyBnk.
- National and international sport governing bodies including UEFA, national football associations, national governing bodies of sport, sports clubs and sport for development organisations.
- Local and regional delivery organisations including a range of football club CCOs and other sport for development, health and social organisations and charities.

Role Purpose

The core purpose of the PHP Web Developer is to work on a range of different projects including enhancing and maintaining our own in house applications as well as other commissioned developments and research projects for our various clients.

The successful candidates will work in close collaboration with other members of the development team as well as senior members of the research and consultancy team in order to develop fresh solutions to client needs.

Key Responsibilities

The successful candidate will be expected to:

- Produce clean, semantic, object-oriented code, with the ability to adopt existing coding styles as appropriate in a range of languages such as PHP or JavaScript
- Troubleshoot, test and maintain the core product software and databases to ensure optimization and functionality
- Plan and develop core functionality and new features to our flagship system.
- Participate in peer code reviews
- Give technical assistance to front line support
- Work with other team members to enhance and evolve existing and new products
- Design and document code so other developers can understand and contribute to it
- Identify scope, key requirements, specification, creative approach and development methodology for projects
- Developing front and back-end systems
- Researching and incorporating 3rd Party products, frameworks and services to enhance our own applications
- Take part in Hackathons

Key Competences

Essential Skills

- Programming Languages: PHP5/7, JavaScript
- Knowledge of object orientation and design patterns
- Ability to consider the impact of code updates to existing systems
- HTML/CSS/JS/AJAX - Knowledge of web standards and browser compatibility issues, tableless layout and design
- Databases – MySQL/MariaDB
- Frameworks/libraries – jQuery, Bootstrap
- Firm understanding of the LAMP Stack
- Version Control Systems such as Subversion and Git
- Excellent communication, and interpersonal skills
- BSc Hons. Computer Science or Engineering or equivalent qualification / experience
- Flow Diagrams and Entity Relationship Diagrams or other system design methodologies
- A strong interest and desire to stay up to date with new trends and advancements in web development / technology
- Ability to manage a complex range of tasks and meet deadlines
- A logical approach to problem solving
- At least 2 years' experience in developing web applications

Desirable Skills

- Release processes such as Continuous Integration, Continuous Delivery and Agile
- Familiarity with PHP Frameworks i.e. (Zend, Laravel, CodeIgniter)
- Programming Languages – LINUX/UNIX BASH and PERL
- Mobile App Development: Android, iOS, React Native
- Understanding of backend Linux systems admin
- Databases –MongoDB, Postgres, SQLite
- Web Server Platforms – Node.js, NGINX, Apache
- Website CMS Frameworks – WordPress, Drupal
- RESTful Web Services
- Knowledge of SSO / OAuth
- Micro-services fundamentals
- Database design, development, and optimization
- JavaScript Frameworks such as Angular.js, React.js
- Experience with Cloud Computing

Role Benefits

The successful candidate will be entitled to the following benefits:

- 25 days annual leave per year on top of bank and discretionary Substance holidays.
- This rises by one day annually to a maximum of 30 days.
- Primarily working from home with option to work from Manchester City centre office.
- Contributory pension scheme.
- Salary Sacrifice scheme including cycle to work bike loans, childcare vouchers and other key lifestyle benefits.
- Eye care vouchers to cover eye tests and VDU glasses discounts
- Death in Service payment to nominated trustee.
- Free health service as part of an income protection scheme (available after 3 years' service).
- Professional development plans and support.
- Regular team social events