



Job Title: Junior Programmer
Reporting to: Senior IT Manager
Hours: Monday-Friday, 37.5 hours per week
Location: Cambridge, UK largely office-based, with options for some flexible working
Salary: £26-£30K per annum
Start Date: ASAP

Who are we?

CAMFED (Campaign for Female Education) is an international non-profit organisation tackling poverty and inequality by supporting marginalised girls to go to school and succeed, and empowering young women to step up as leaders of change. Over the next five years we have set the audacious goal of supporting five million girls in rural sub-Saharan Africa to learn and thrive in school, and to create the future they imagine - for themselves, for their communities, and for Africa.

Technology at CAMFED

At CAMFED we have ambitious plans for the organisation and the girls and women we serve over the next few years. How we harness and use technology will be a critical factor in the success of these plans.

In this role you will join an IT operation that is very enthusiastic about technology, and has been innovating for many years to achieve the best outcomes for our internal teams and our external clients. We believe in supporting users to grow, learn and thrive in their roles.

As a member of the IT team, beyond your core responsibilities, you will have access to many different types of technology to learn and develop your skills which will benefit your personal development and enhance the team's capabilities. For instance, the organisation enjoys relationships with many different technology providers to deploy services globally, such as Salesforce, Google Workspace, Cisco Meraki, Microsoft, AWS, Zoom and more.

Job Role

As Junior Programmer, you will principally take on programming tasks to maintain and enhance CAMFED's customised Salesforce org, including designing solutions, writing new code, implementing new applications and objects, troubleshooting existing processes and code, and fixing bugs. You will also be responsible for documenting your work and delivery to end users. Additionally, there will also be first-line user support tasks for hardware and software issues.

You will report to the Senior IT Manager and work with the Senior IT Development Officer to deliver professional and friendly development and support of CAMFED's IT systems across its global offices.

You will have robust IT programming knowledge; excellent team-working and relationship-building skills and an outstanding ability to work and communicate effectively with colleagues across international teams. You will share CAMFED's core values and ethos of transparency and accountability, and will bring high levels of energy, proactivity and commitment to the role.

Essential attributes:

- Coding ability, ideally in Apex or similar languages such as Java, C#
- Problem solving - proactively diagnosing and independently solving incidents and problems to give a correct and first-time resolution
- Personable, approachable and well organised.

- A proven team player with the ability to assist the development of staff and colleagues of differing technical abilities and skills.
- Eligibility to work in the UK essential.

Desirable attributes:

- Windows Server and Active Directory knowledge
- Working knowledge of both Salesforce development and Salesforce administration
- Proven working knowledge of designing databases, including accessing them via SQL and programmatically
- Ability to develop and debug in non-realtime scenarios

CAMFED is committed to providing equality of opportunity and valuing diversity for all current and prospective staff, volunteers and Board members. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices and our work together.

Application Details

Please send your CV together with a covering letter explaining the reasons why you have applied for the role, and reference 'Junior Programmer' to hr@camfed.org. Please note, only applications with a cover letter will be considered. No agencies or marketing sales please.

April 2022