

Contract Type:	Permanent
Hours:	37.5
Location:	Any Teach First local area office
DBS:	None
Level:	3
Salary:	£45,544 plus roles based in London will receive £3000 London Weighting Allowance

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## Salesforce Developer

### Purpose of the team:

Salesforce.com (SFDC), the customer relationship management (CRM) database used by Teach First, is a critical IT business application that supports the Charity's core business processes. It is used to manage all aspects of interaction between Teach First and its stakeholders, including prospective applicants, participants (teachers), ambassadors, schools, partner organisations, supporters and employees. Teach First's implementation of Salesforce is complex, and unique. The charity is rapidly growing in its ambition, scope and reach, and continually generating new initiatives and business activities.

### Purpose of the role:

To support this growth we need an excellent Salesforce developer with the ability to maintain, enhance and deliver functionally rich changes to our platform as part of an enterprise CRM transformation.

### At this level you will:

- Create the architecture and design of our Salesforce platform
- Be responsible for providing technical consultancy, supporting existing solutions, and collaborating with the internal development team and external consultancies on programmatic development projects and third-party system integrations.
- Support the Salesforce initiatives planned for this year including realignment and enhancement of the platform to support continued business growth as well as more bespoke development projects to meet specific business objectives
- Show a creative approach to leveraging force.com, and a commitment to producing high quality solutions

### Your responsibilities will include:

- Providing solution consultancy, deployment and architectural expertise regarding Salesforce
- Evaluating, selecting and implementing solutions that closely align to complex business requirements and objectives
- Developing excellent quality solutions using declarative tools
- Maintaining existing developments, including triggers, Apex classes and Visualforce
- Troubleshooting and providing Salesforce specific technical support
- Collaborating with the development team to create more complex programmatic solutions
- Showcasing new work to the product owners and business stakeholders
- Collaborating with team members to identify and mitigate issues and risks
- Collaborating with team members to identify improvements
- Developing effective relationships across the business and IT.

*The critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business need. As part of the role you may be required to travel to other UK locations from time to time. You will also be required to attend away days/retreats and the annual "Offsite" event which is mandatory for all employees.*

## Person Specification

### Essential skills and experience:

- Excellent knowledge of the Salesforce platform
- Highly experienced in using Force.com
- Highly experienced in using declarative development tools
- Experience of Apex and Visualforce programming
- Experience of Salesforce's suite of products such as Communities, Lightning, and Salesforce1
- Experience of integrating Salesforce with AppExchange apps and 3rd party products, ideally using web services.
- Knowledge of integrating Salesforce to 3<sup>rd</sup> party CMS software - Drupal Salesforce Suite highly desirable.
- Good understanding of the development lifecycle.
- Good understanding of CRM systems, including automated marketing tools
- Experience delivering solutions with third party providers.
- Good business analysis and process mapping skills.
- Good analytical, problem solving, and decision-making skills.
- Excellent written and verbal communication skills.
- Enthusiastic, proactive, and highly professional.

### Desirable skills and experience:

- Experience in an Agile development environment.

**All our employees are expected to model our values and help others to do so.**

### Benefits

Teach First's core benefits include 27 days holiday per annum (3 of which must be taken during the one week holiday shutdown period between Christmas Day and New Year's Day), participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare. Through our flexible benefits platform access to childcare vouchers, interest free travel season ticket loan, subsidised dental membership, health screening, discounted gym membership, travel insurance, GAYE and the option to buy/sell annual

### How to apply

To apply for a vacancy at Teach First you are required to complete an online application form. Please have your CV and covering letter ready to upload. If you are an internal candidate, please apply via your HR Self Service menu after informing your line manager of your interest.

### Next steps

We aim to provide feedback to all applications within 10 working days from the closing date. For this role telephone interviews will take place on 17<sup>th</sup> and 18<sup>th</sup> January 2019. First round interviews will take place on 22<sup>nd</sup> and 23<sup>rd</sup> January 2019 and Second Round Interviews will take place on 29<sup>th</sup> January 2019.