



## User Interface Designer / Front End Developer

– Position Description –

### About us

EthicalJobs.com.au is working to change the world, one job at a time.

We bridge the gap between thousands of not-for-profit organisations that strive to make our world a better place, and all the passionate, values-driven job-seekers who want to “work for a better world”.

As a for-profit social enterprise and one of Australia’s top job-search sites for the not-for-profit sector and beyond, our platform supports the work of more than 7,000 for-purpose organisations around the country, and has a passionate community of 320,000+ unique users using the site each month. And we’re growing!

You’ll be joining a friendly, passionate and successful team of 33 people who share a vision of a more equitable, just and sustainable world.

When we’re not working from home (as we are right now), our spacious office in Collingwood has loads of natural light, high ceilings, standing desks, a large outdoor deck for lunch in the sun and drinks after work, and great food and coffee just around the corner.

### About the role

This is a new role as part of our growing Product Team – currently 10 people – working within a Scrum framework and spanning both design and software development.

**As a UI Designer** you’ll work closely with our Senior Designer to tackle complex problems and transform them into designs that not only look great, but are intuitive and easy to use. Communication of those designs is incredibly important, be it verbally, via user flows, wireframes, prototypes, high fidelity mockups or visual design specifications for web and mobile.

**As a Front-end developer** you’ll work with our other three front-end devs across our platform, which is built using React written in TypeScript, with our jobseeker site being powered by NextJS, and our employers portal being a single-page app. We use packages deployed to npm for our design system and API wrappers; test using Jest, react-testing-library, and cypress; deploy staging and storybook sites to Vercel for quality assurance; and deploy through GitHub actions using Docker.

Most backend code is written in PHP running Laravel and exists solely to be delivered as a RESTful API.

## About the team

You'll be joining our Product Team, which currently includes an Engineering and Architectural Manager, five other software engineers, a Head of Product, Senior Designer, Scrum Master and a QA specialist. (We're also planning to add another 3-4 people to the team over 2022).

We're building a recruitment platform that's already being used by more than 7,000 charities and not-for-profit organisations around Australia. You'll join the rest of the team in providing a high level of input and contribution to sprint planning (currently 2-week cycles).

We're a very friendly, open and relaxed team. We're always looking for different perspectives, so you'll have the opportunity to challenge implementations or ideas by anyone else in the team. We focus on the idea, not the role title.

Our UI/UX Designers work on projects ranging from wireframes and individual components to complete design systems, presenting design options and insights from user-testing sessions to our General Manager and Head of Product twice a week.

Our Front-end Developers all review each others' code using GitHub pull requests, with a focus on the implementation and testing, rather than coding standards or syntax.

## About you

You're a Front-end/UI Designer with at least 3 years experience working with Figma and JavaScript libraries – ideally React and TypeScript – HTML5 and CSS3.

Importantly you have a genuine interest in building a usable and reliable platform through linting, automated test coverage and user testing. You're an advocate for accessibility best practices, responsiveness, and software design patterns.

You're instinctively collaborative in how you work, and you take and give constructive feedback to work towards a better solution within your team. You're also comfortable presenting to groups, facilitating testing sessions and explaining design options.

Finally, you're someone with an interest in social-justice and/or environmental issues and wants to be part of an organisation that's genuinely and constantly focused on working for a better world.

## Key Selection Criteria

### Essential:

- At least 3 years of experience as a front-end engineer/developer using:
  - ES6 Javascript or familiarity with TypeScript
  - React
  - HTML5 and CSS3
  - Git / Source control
  - Automated testing
- At least 3 years of experience as a UI designer including:
  - Using Figma components, styles and shared libraries to create wireframes, responsive prototypes, high fidelity mockups and visual design specifications.
  - Integrating multivariate tests to learn why variants work, as well as conducting around-the-office user testing in all stages of the product cycle.
  - Presenting to groups, facilitating testing sessions and explaining design options.
- Experience working with Agile methodologies for delivering software.
- Good understanding of desktop, web, mobile accessibility and standards, common UI patterns and usability best practices (WCAG 2.1 AA, compliant front-end code and styles).
- Familiarity with design systems: collaborating with Engineers to create and maintain a well-documented design system that include guidelines and examples of how to apply design and brand styles.

**Desirable:**

- Experience using other elements of our stack and workflow including:
  - Styled-components
    - NextJS
    - Storybook / Chromatic
    - Jest / React-Testing-Library
    - Framer Motion / Animation Libraries
    - NPM Packages
- Experience designing a UI for a jobs platform or other two-sided marketplace ●

Experience working or volunteering with a not-for-profit organisation or social enterprise.

**Hours:** Ideally full time, but with an option to work 0.9

**Reports to:** Senior Designer

**Salary:** A competitive salary (including participation in our organisational bonus plan) will be negotiated with the successful candidate, based on experience.

**What do you get beyond a great remuneration package?**

- Flexible start/finish hours
- Work remotely up to 3 days / week
- Flexibility to work a 9-day fortnight if you'd like
- A beautiful office, close to public transport and great food on Smith St
- Excellent paid maternity/paternity leave entitlement
- Paid professional development opportunities
- Monthly social events
- The opportunity to have a real impact on the work of over 7,000 charities and social enterprises across Australia!

Plus when you're working in our office:

- A light- and plant-filled work space, with beautiful outdoor deck for outdoor meetings and drinks
- A standing desk
- Unlimited fruit, nuts, chocolate, tea and coffee
- Pet-friendly workplace – a number of staff regularly bring their dogs in to make the office more fun

**Excited?**

To apply, please submit:

- A 1-page cover letter that succinctly outlines your relevant experience in relation to the selection criteria (please make it amazing!); and
- A link to your portfolio with at least three projects demonstrating your front-end and UI/UX skills; and
- A copy of your CV.

If you have any questions about the role please email joel [at] ethicaljobs.com.au

*Women, people of colour and people of diverse gender, age and cultural backgrounds are strongly encouraged to apply.*

**Application deadline: 5pm, Friday 13 May 2022**

**Please note: Candidates will be reviewed and shortlisted before the application deadline, so early applications are encouraged.**