



## Backend Software Engineer (PHP) – 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 millions of passionate, values-driven people 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 8,000 for-purpose organisations** around the country, and has a passionate **community of 380,000+ unique users** using the site each month.

We’ve consistently grown our jobs, jobseekers, customers and overall impact for 13 years since we launched in 2009, and we’re still growing by over 20% year-on-year.

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.

We work mostly remotely, but you have the option to work from our spacious office in Collingwood which 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 team

We’re growing! You’ll be joining our product team – currently 6 software engineers, a Head of Product, a Software Engineering & Tech Lead, a Head of Design, a Scrum Master and a QA Coordinator.

You’ll join the rest of the team in providing a high level of input and contribution to sprint planning (currently 2-week cycles); as a result, you’ll get to work on areas you’re interested in, and even tinker in new areas (such as testing out a new framework in our microservice architecture).

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.

We all submit and perform code-reviews using GitHub pull requests, where we try to focus on the implementation and testing.

We've got some big, ambitious plans for the platform for the remainder of 2022 and beyond and you'll be crucial in helping us to unlock these dreams.

## Our Stack

We currently operate a microservices architecture using Kubernetes, a container orchestrator, which manages and deploys our code.

Most backend code is written in PHP 7.4 up to PHP 8.1, running mostly in Laravel and API Platform, and exists solely to be delivered as a RESTful API. These APIs are served using a cloud-native edge router (Traefik), using the microservice pattern "API gateway". CI + CD pipelines run through GitHub actions, allowing us to have automated staging & production deployments running on Google Cloud.

Each developer runs the EthicalJobs stack (API + frontends) locally for development which we're currently streamlining, and there's a staging environment for testing before production release.

Our front-end stack is built using React and JavaScript, with our main site EthicalJobs.com.au being powered by NextJS, and employers portal a standard React app. Our Kubernetes cluster and database run inside Google Cloud Platform.

## About You

You're a backend developer with **5+ years** professional coding experience in a team setting (e.g. using a CI/CD pipeline, code reviews, using Git), with at least **2 years** of that experience writing PHP consistently.

Drawing on your experience of working with a PHP Framework such as Laravel, API Platform, or Symfony, you are able to collaborate with a team in designing, estimating and implementing high quality code. You're an advocate for "everyone's opinion has value" and have honed your listening skills accordingly. You're comfortable using client libraries and crafting HTTP requests to interact with web APIs. You've got a clear understanding of how to consume or provide HTTP requests/responses in a RESTful way.

You know how to design a database, calling upon your understanding of SQL syntax (specifically, foreign key constraints and indexes) and relational databases in general (we use MySQL).

You have written many tests before, and have an understanding of when and why to use particular approaches to testing.

As a team player, you've spent at least three years minimum of writing object-oriented code in a web framework. Your stack is second-nature to you now; and you could keep writing code if the internet cuts out (for a while, at least!).

Building and maintaining reliable platforms and systems is important to you and you're able to justify the methods you use to achieve this (such as excellent test coverage).

You are able to balance the goals of software development with those of a small organisation, understanding the business needs and designing robust and high quality solutions without over engineering.

Finally, you're someone who's passionate about making a difference and "working for a better world", and you're excited about the work EthicalJobs.com.au does!

## Key Selection Criteria

### Essential Technical Skills

- 5+ years experience with PHP 7+, Laravel, API Platform or Symfony
- Good experience in RESTful API, WebAPI.
- Demonstrable problem-solving & communication skills
- Experience with MySQL and relational database design
- Good understanding of security concepts
- Very strong self-management skills
- Understanding the basic programming principles or patterns like SOLID, Test Driven Development, Domain Driven Design
- Code review and source control using Git/Bitbucket
- Experience working as part of a Scrum/Agile team
- Balancing organisational needs with software development best practices
- Contribute to the overall system design
- Familiar with Microservices Architecture
- Experience with DevOps(e.g. using a CI/CD pipeline, code reviews, using Git)
- Team player
- Communication with technical and non-technical stakeholders

### Desirable Technical Skills / Knowledge

- Familiarity with Security best practices
- Understanding of SOLID principles
- Experience using Docker/Kubernetes
- Familiarity with JavaScript/TypeScript
- Familiarity with GCP or AWS
- 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 hours.

**Reports to:** Software Engineering & Tech Lead

**Salary:** A competitive salary (including participation in our 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
- Flexible remote working options
- Flexibility to work a 9-day fortnight if you'd like
- Excellent paid maternity/paternity leave entitlements
- Paid professional development opportunities
- Monthly social events
- The opportunity to have a real impact on the work of over 8,000 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, and close to public transport
- 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

### Our Team Values

We're:

- **Impactful:** We work with purpose and are passionate about building a better world. We're progressive, seeking to make an impact every day and set an example for ethical work.
- **Caring:** We're compassionate, supportive and proactively help each other out. We have a positive outlook and aim to have fun at work.
- **Open:** We're transparent and honest. We communicate openly and listen to each other. We respect different opinions and trust each other's abilities.
- **High Performing:** We're focused, dedicated, resilient and resourceful. We try to do our best every day and improve our work over time. We strive to learn and grow as individuals, and we recognise our achievements as a team.

## Excited?

We'd love to hear from you! 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 copy of your CV.

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

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

*Women, Aboriginal and Torres Strait Islander peoples, people of diverse gender, age, and cultural backgrounds are strongly encouraged to apply.*