Big Give - Software Engineer (Salesforce-focused)

Big Give is the UK's number one match funding platform. We are a non-profit organisation with a huge impact and big ambitions for the future. We are responsible for the UK's biggest online match funding campaign, the Christmas Challenge, which raised over £44.7 million last year. Since our founding by Sir Alec Reed CBE in 2007, Big Give has helped raise £346 million for thousands of UK-registered charities.

About the role

The Software Engineer is a key member of Big Give's development team, working closely with our experienced Tech Lead, the other Software Engineer, and the Customer Service & Product Executive. They will work across Big Give's entire technology stack including back-end and automated testing, but with a particular focus on Salesforce development, to ensure the successful delivery of our match funding campaigns, products, and services.

How we work

We're currently hybrid working and are based in our Covent Garden office 1-2 days per week, where we're hosted by Reed.co.uk (UK's #1 Job Site). This means you will get all the benefits of working in a small non-profit team with a start-up mindset whilst being supported by a larger corporation. We use Agile project management as a framework to organise the entire organisation's work.

What you will do

- Together with the existing dev team, you will provide all of the technical support for the organisation alongside working with several third-party agencies
- Support building Big Give's scalable and secure microservices powering 100k+ donations / £35+ million annually
- Build with Salesforce, which constitutes a significant part of our tech stack and supports key business processes, such as charity campaign applications and management.
- Implement Big Give tech strategy and help shape the future of match funding technology
- Maintain and improve existing code, defining guidelines and design patterns in developing new code, including improving unit test coverage, automated regression tests, and load testing
- Be responsible for planning, designing and implementing new features and functionality
- Provide ad-hoc IT support to the team as and when required

What you need

We are looking for candidates with at least two years experience of:
- Salesforce backend and administration (Apex, SOQL, data modelling, declarative processes)
- Salesforce frontend development (especially LWC)

It would also be beneficial if the candidate had experience or interest in learning and developing in the following:

- Infrastructure and load testing (Docker, CI, Terraform, AWS, MySQL, Node.js, Artillery)
- Automated end-to-end testing (Webdriver.io, Behaviour Driven Development)
- PHP (some familiarity with Slim and/or Symfony frameworks)
- Web frontend (Angular, TypeScript, SCSS, Web Components)

About you
- Enjoys working as part of a small and high-performing team (there are just three developers in the entire team)
- A strong technical "all-rounder"
- Driven to self-develop
- Enjoys problem-solving
- A great communicator
- Understands and applies agile principles

What you'll get
- Up to £70,000 (depending on experience)
- Up to 30 days of Annual Leave, excluding Bank Holidays
- Flexible working, including the provision to work from home
- Investment in your personal development
- Other benefits include childcare vouchers, a company pension scheme, personal accident cover, a personal development allowance and free eye tests.

How to apply
Send a CV and a short cover letter (no more than one page) explaining your motivation and how you fit the job description to recruitment@biggive.org.

Please note all applicants must have the right to work in the United Kingdom. We are not able to sponsor any visas.

Application deadline: 9 March 2025

No agencies, please.

Big Give will review CVs as they are submitted, and reserves the right to change the application deadline at any time.