2x TECH LEAD at Chayn

Remote or UK / DEADLINE: 25 April 2021

£55,000 (actual) / 4 days a week / 1 year contract or PAYE (your choice)

We're looking for **two full-stack developers** to work on our open-source projects for Chayn. This is being recruited on a rolling-basis so apply soon!

Background

[Chayn](#) is an award-winning, open-source collective that leverages technology to empower women against violence and oppression so they can live happier and healthier lives. Chayn started in 2013 to provide survivors of abuse with accurate, diverse and accessible information. Over the past 7 years, 360,000 people have accessed our award-winning work online, generating 1.2 million page views. Our digital services, [Little Window](#) (a chatbot that helps women search for resources on Chayn sites) and [Soul Medicine](#) (a micro-course platform) are examples of our innovative approach. Up to 70% of our volunteers are survivors of abuse which means not only are our projects user-centred - they are user-led. We are experts in trauma-informed work. We are one of the few feminist technology projects tackling gender-based violence while creating and maintaining openly-licensed products and code. We're proud to have been profiled by GitHub for this during GitHub Universe 2018 and on GitHub Sponsors.

We're currently recruiting for two Tech Leads to join our team to work alongside our Chief Executive Officer (CEO), and our volunteers. This is an exciting opportunity to shape the future of an award-winning organisation that is on the frontline of fighting gender-based violence around the world.

Benefits
- 33 days of paid holiday (pro-rata) inclusive of Statutory Bank Holidays
- Flexible working based on team hours
- Opportunities to represent the organisation at national and international events
- Pension contributions
- Flat structure

Tech products and team setting

Each Chayn project is maintained by a mix of contractors, staff and volunteers. As our current tech leads bid us farewell for a new adventure, we are looking for new members of our team. This is how the skills and experience is divided in our team:

- User research: Led by a contractor, supported by volunteers and CEO
- UX, design and illustrations: Led by volunteers and CEO
- Content: Led by volunteers, supported by CEO
- Product management: Led by CEO but we hope to recruit a part-time contractor soon

These are the current tech products we maintain.

[Your Story Matters (YSM)](#) is a digital companion to support survivors of sexual assault with their recovery. The app includes:
- A global directory (hosted on Chayn.co) with helplines, shelters and organisations that provides in-person support
- Resources on emotional well being, sex and relationships, trauma resilience and accessing justice through the law
- A map of all police and legal processes for reporting. Though this is for the UK only for now, we're going to be expanding it with the help of our partners.
- A breathing timer to ground us in moments of overwhelm

Github repo [here](#) and [here](#).

Our [blog](#) and [promotional video](#) explains more.

[Soul Medicine](#) is a platform that provides micro-courses or pathways on key topics that help survivors on the path to recovery. The content is broken down into bite-sized and easy-to-follow notes in English, Urdu or Arabic. The content ranges from existing Chayn guides on how to build your own case without a lawyer, staying safe online to new courses such as dealing with self-confidence and stress. There is an option to personalise the delivery of emails to make them more safe such as choosing when to receive them and to choose 'fake' subject lines.

Github repo [here](#).

[Little window](#) is a smart search bot that directs women to the information they are looking for as quickly as possible. Think of it like google search on turbo for all of Chayn's resources and those provided by our friends too. We want to drastically reduce the time women take to search for information which in many cases can save lives. You've probably seen it in action already on our homepage! This project was supported by the Kering Foundation, Shuttleworth Foundation and People's Postcode Lottery.

Github repo [here](#).

Your profile

You will provide technical leadership using tech for good practices (think agile, domain driven user-centred design, functional programming, evergreen software, microservices, etc). This role requires a team player, with attention for detail, excellent problem-solving skills, an eagerness to learn, a willingness to contribute, and an expert in developing open-source tech for good products and services.

You are excited by working as part of a tightly-knit community of survivors and allies from around the world who want to fight gender-based violence. You understand that technology can perpetrate harm but can also help communities in need. You understand the importance of clear, simple and transparent code and documentation to allow the open source community to re-use our work. You like working as part of a team but are also able to make decisions and use your expertise to guide the organisation to the best solutions.

It is essential that you have an understanding of intersectionality and systems of oppression and an affinity with Chayn's aims and organisational values which can be found [here](#).

Key responsibilities
- Build and expand product development for YSM, Soul Medicine and Little Window
- Proactively engage in product development and improvements of other Chayn products and services
- Flexible and resourceful as you'll be working with a team of volunteers
- Support Chayn volunteers in maintaining and troubleshooting Chayn sites hosted on Wordpress, Airtable and Webflow

Skills and Knowledge

We want to work with a creative and passionate expert who has a track record within small teams and agile projects.

Essential
- Strong frontend or backend development skills
    - Our stack is varied across projects, including but not limited to: Ruby on Rails, Next.js, NestJS, ReactJS, VueJS, TypeScript, Postgres, Firestore.
    - You don't need to be able to demonstrate skills in all of these.languages/frameworks but proficiency in one and a willingness to learn and adapt to the others.
- Working knowledge of GitHub, Firebase, Heroku, Storyblocks.
- Flexible and resourceful as you'll be working with a team of volunteers
- Ability to make technical decisions independently and proactively.
- Experience of contribution to open source projects.
- Minimum five to seven years of relevant industry experience.

Desirable

- Passion for fighting gender equality
- Experience of working with remote teams
- Full stack development experience
- Product/Project Management experience
- Experience of building safe and secure products
- Appreciating data privacy and GDPR policies

Process

To apply, please send the following to team@chayn.co with "*Tech lead*" in the subject line. We welcome applicants from all walks of life. We encourage applications from women of colour and non-binary people.

We're happy to welcome people to become part of our team as a contractor (based anywhere) or as an employee (based in the UK).

If you are applying to be considered on a PAYE basis, you must be based in the UK and have a valid work permit. We are unable to sponsor visas.

 Only successful candidates will be contacted.

- CV (No more than 2 pages)
- Cover letter outlining why you are interested in this work, your relevant experience, your approach to the work. This should be no longer than one page.
- A link to a piece of code you are proud of, this could be client work or an independent project. We would prefer to see a code repo, but understand that is not always possible so in its place please send a link to the product itself.

Applications for this role are reviewed on a rolling basis until 25 April 2021 with interviews scheduled accordingly.