

Job Description

Head of Development



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Job Title - **Head of Development**

Location - **Ireland**

Contract Length - **Permanent**

Start Date - **ASAP**

Salary - **Commensurate with experience**

Moonshot believes that marginalized people in society — including minority ethnic people, people from working class backgrounds, women, Disabled and LGBTQIA+ people — must be centered in the work we do. We strongly encourage applications from people with these identities or who are members of other communities who are currently underrepresented in our workforce. We know a diverse workforce will enable us to understand drivers behind violent extremism and online harms in an in-depth way and do better work to counter them.

About the role

We are looking for a Head of Development to lead our team in Ireland. We are building our Ireland-based development team from the ground up, and we're looking for an experienced individual to lead this effort. The position can be remote within Ireland, but will be based in Dublin starting in Summer 2022.

As the Head of Dev, the successful individual will be both a technical leader and a leader of people. They will need to take ownership of their team, including their development and welfare. They will also be a vital part of the requirements collection and refinement process, which requires patience and empathy for the needs of users.

Your responsibilities will include

- Helping to build a single highly efficient and collaborative tech team, with an approachable and inclusive culture;
- Developing high quality user-focused products at pace in an environment that promotes agile methodologies and continuous collaboration;
- Taking architectural ownership of various critical components and systems;
- Supporting, coaching and developing high performing engineers through regular 1:1s, continuous feedback and relationships with others;
- Partnering with Product to build and deliver on high-quality product roadmaps;
- Contributing to management best practices, and shaping an exceptional workplace for the talented and highly motivated people that we hire;
- Continuous collaboration with engineers to develop and implement technical initiatives which improve our engineering practices.

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Here's what the successful candidates will need to demonstrate in their application and interviews to land the job.

TL;DR - we're looking for people who are highly experienced with our current stack, which includes:

- Front-end: Angular SPA, Material UI, Typescript;
- Back-end: Java, Spring Boot, MySQL, RabbitMQ, Python;
- Containerization: Docker, Kubernetes;
- Cloud: AWS, especially EKS, EC2, S3, Glue;

Requirements

- **5+ years of full-stack, web focused development.** Well-versed in multiple scripted and compiled languages, and have no problem adopting new frameworks and syntax with ease;
- Extensive experience with **cloud deployment & architecture**, ideally **AWS**, but equivalent experience with Azure, GCP is also acceptable;
- Strong working knowledge of **Java and TypeScript**;
- Strong working knowledge of **large scale data collection and processing**;
- Strong working knowledge of **containerization**, especially with Docker and Kubernetes;
- Recent experience with **database development & design**;
- Good understanding of the importance of DevOps, CI/CD development and infrastructure;
- **Proven track record leading software development teams** using Agile, Lean and/or Continuous Delivery approaches (e.g. TDD, continuous integration, pairing, and infrastructure automation) and delivering finished products to a deadline;
- **Empathetic leadership style** and to build strong, effective relationships with technical and non-technical team members alike;
- **Execute a technical vision** with a focus on business value;
- **Resilient in ambiguous situations** and can approach challenges from multiple perspectives.

Desirable

- In-depth, demonstrable experience with **serverless ETL** processes, e.g. AWS Glue;
- Experience building **single page web applications with frameworks** such as AngularJS, Angular or React;
- Experience with **Material Design or Bootstrap**;
- Experience with **Spring Boot** and the Spring framework;
- Comfortable with **Angular** as a frontend framework and have experience with testing for frontend dynamics;
- Conscious about **security and data protection** when contributing to codebase architecture;
- Experience with both relational and object databases, and server-side data management;
- Adept at integrating a wide range of data collection methods into a single system.

About Moonshot

Moonshot is a social enterprise which specialises in disrupting and reducing online harms across the globe. We currently operate in more than 28 countries across different forms of violent extremism, disinformation, and other public safety issues, such as gender-based violence. We use data-proven techniques to ensure our clients respond effectively, and our work ranges from targeted intervention programmes, software development and digital capacity building, to leading global counter-messaging campaigns, and monitoring and evaluation.

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We do this through:

- Finding new ways to reach individuals at risk of involvement in violent extremism and other forms of violence.
- Working across different violent extremist ideologies and public safety issues.
- Collaborating with partners and working for clients including governments, NGOs and private sector organisations from across the globe.
- Building a multifaceted team with a diversity of backgrounds, both professional and academic, including international development, policing, communications, psychology, data science and software engineering.
- Investing in the research and development of new technologies and methodologies to counter extremism, misinformation, and other public safety issues.

Working at Moonshot

We're growing quickly, have big ambitions, and high expectations of our staff. Our dedication to finding effective responses and leading innovation means that our work environment is fast-paced, dynamic and creative. We match this by offering our staff access to a range of learning and development options, scope to advance personal subject-matter expertise, and opportunities for career progression.

Moonshot Values that drive and guide our work each and every day:

- **Optimism** - We are ambitious and daring about our ability to impact global problems with innovative solutions, and positive about people's ability to change. We value joy, while pursuing a serious mission.
- **Kindness** - We recognise the unique value of every single member of our team. We care for and support our colleagues, and cultivate a safe working environment for all. We empathise with victims of online harms as well as those at risk of perpetrating them.
- **Authenticity** - We root our work in evidence, and see the humanity behind online harms. We remember the people behind the data points. As we navigate fast-changing trends and increasingly complex environments, we stay true to our mission: one based on creativity, integrity, and hope.
- **Accountability** - We push ourselves to be personally responsible and hold ourselves and others to account in our work; we believe that trust and challenge can co-exist. When we make mistakes, we acknowledge them and find ways to improve. We provide autonomy and opportunity to our team as a pathway to personal growth and collective excellence. We incorporate ethics in all aspects of our decision making.
- **Excellence** - We use our deep regional knowledge and subject matter expertise to deliver high quality work. Where we don't have the knowledge or skills, we find those who do, and build collaborative partnerships.
- **Equality** - We recognise the harms caused by racial inequality and gender inequality globally and especially in our own sector. We commit to our own ongoing education. We actively take steps to dismantle these, and other forms of inequality, through our internal policies and through the delivery of inclusive, ethical and effective programming.

Inclusivity

Moonshot values the diversity of our team, and is committed to ensuring our workplace is inclusive. We are determined to ensure that our applicants and employees receive no less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race.

We recognise that our staff have different requirements based on their circumstances, and we are committed to providing a workplace that caters for these, including flexible working time to allow for caring responsibilities and remote working arrangements and work space adjustments to accommodate people with disabilities and other health conditions.

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Benefits package

- A salary that reflects the candidate's experience, our pay policy and the labour market.
- Individually tailored training and skills development.
- 30 days paid annual leave.
- Private healthcare package, including coverage for partners and children.
- Employee Assistance Programme providing access to mental health support.
- Generous maternity and paternity package.

Application process

To apply for this role please submit your CV.

Applications without a CV will not be considered.

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