TECHNICAL ARCHITECT

The Opportunity

Your role will be to lead the technical development of digital and data products and projects which are designed to change lives. Recent examples include:

- **Family Context** – building APIs, a user interface, and a legal and ethical framework which help children's social workers see what information schools, police, and housing teams hold on a family. Currently in beta.

- **Greater Manchester Data Platform –** working out: what use cases exist for a common data platform across a range of public services; what technical, ethical, political, and change management barriers would need to be overcome to realise those; and developing a roadmap to implementation. Currently in discovery, and we hope to work on the build as well.

- **Leaving Well –** designing, building, and running an app for children leaving local authority care to put them in control of the services they receive as they transition to adulthood without a traditional family to support them. Currently live.

Sometimes you will run and support internal teams, particularly in discoveries, but in build you will more often be managing external partners. This will include code review – you are a technical lead not just a project manager.

You will be a part of the digital and data team's senior management and an important voice in our impact strategy: what goals we focus on, which projects we take on, who we partner with, and what capabilities we develop.

We are open to flexibility with this role and may consider a part-time appointment.

About You

We expect that your skills and experience will make you comfortable in:

- Being the client-facing technical lead during a sales process - we need the charities, social enterprises and public sector bodies we support to feel comfortable with us whether the work is funded by them, by investors, or through a grant.

- Leading solution design with clients - adapting to their budget, skills, and legacy tech – whilst supporting non-technical colleagues to understand the technical implications of clients' needs, constraints, and preferences.

- Managing partners to ensure that any elements they build fit clients' and users' needs and are delivered to the right standard. Regular delivery partners currently include Infinity Works, Softwire, and Pivotal Labs.

- Building our technology practice through leading on coaching, training, and recruitment of technical staff, and through developing our ways of working.

- Advising and quality assuring a wide range of projects using a variety of technologies

Experience with the public and social sector is desirable – but not a must. With or without that experience you'll need to be excited about delivering projects which have a huge social impact and in which success often hinges on your ability to find creative ways to make progress despite clients' resource constraints and legacy tech.

You'll be interested in bringing ethics into your work – thinking about how design decisions exacerbate or counter problems such as structural racism and algorithmic bias, or the tendency towards state surveillance of disadvantaged populations. Lived experience of marginalisation, and of developing inclusive services would be extremely valuable.

You will work across multiple projects simultaneously and have a client facing role including business development.

Our Commitment to You

Personal development is at the heart of the Social Finance offer. Every employee has a range of support in place, a buddy to help settle within the Company, a Line Manager to support you in your career progression and the opportunity for a Mentor to guide your career. We'll support your development with training, so you can add to your skills or relevant professional qualifications.

As well as a competitive salary within the band of £50,000 - £70,000 (dependant on experience and sector), Social Finance offers a contributory stakeholder pension scheme, plus an uplift in salary allowance to spend on other benefits. We also offer season ticket loans, bike to work schemes and Give as you Earn via salary sacrifice.

Encouraging community and wellbeing is important to us. Whilst recognising that time in the office is valuable to building relationships and fostering community, Social Finance are also open to a range of flexible working options to support our people. We have also recently developed a health & wellbeing plan to encourage better working practices for individuals.

About Social Finance

Social Finance (SF) is an ambitious not for profit organisation which seeks to drive social change. We work in partnership with government, funders and the social sector to tackle entrenched social problems in the UK and internationally. We seek transformation that is both sustainable and scalable and can harness investment where needed.

Founded in 2007, we developed techniques and tools to rethink ways to tackle social problems. Our compelling approach led to the first ever Social Impact Bond in Peterborough. Over the past 13 years, our innovations, including Social Impact Bonds, have helped to mobilise over £500m for social change, in over 24 countries around the world.

We have grown from 2 people to over 100 professionals from diverse backgrounds in the public, private and charity sectors, who all share a passion for making a difference. We are based in Vauxhall, London with sister organisations in the US, Israel, India and the Netherlands, as part of the Social Finance Global Network. We are regulated by the Financial Conduct Authority.

Our Data and Digital Team

In 2015 we started building a team focussed on bringing the power of data science and digital service design to the subset of public and social sector problems which have huge social impact, but which are not attractive to commercial players.

Since then we've worked with over 40 councils on data and digital projects, as well as NHS Trusts and a range of charities, government departments, and businesses who are looking to have a greater social impact. Our unusual history means that our teams blend an understanding of policy and service delivery with hard technical skills. Our not-for-profit status and strong links with major foundations mean that we can often attract grant funding for exploratory work, for high impact but high-risk projects, and for sector-wide initiatives such as establishment of data standards or pattern libraries.

Our data and digital projects are trying to solve a range of big questions including:

- What is the appropriate role for data in decision making about people who are homeless, children at risk of abuse and neglect, or prison leavers?

- How can we design apps which empower and support vulnerable people themselves – avoiding the risk of simply giving more power to the professionals who work with them?

Unlike think tanks however, we're actively designing, building and implementing the services which change what is possible and so our engagement in the debate is as practitioners making novel decisions – not as commentators.

Diversity and Inclusion

We need to be diverse community to be effective. Our work requires us to bring together people with a broad range of skills and life experiences to ensure our impact across a range of social issues and systems. We are committed to having an inclusive culture and working environment in which everyone feels at home and is supported to achieve their potential. We know there is further to go and are implementing a Diversity and Inclusion strategy with a group of external experts to hold us to account. For this and other roles, we are particularly seeking applications from under-represented and minoritized groups, especially those with lived experience of the social issues we are working to address.

How to Apply

Use the Social Finance application portal (link below).

This portal uses Applied to counteract unconscious bias in our hiring – helping us to do a better job of spotting talent where it doesn't come with the trappings of privilege. We will shortlist candidates based on their answers to situational questions which aim to give us a sense of how you would approach the type of challenges we expect the successful candidate to take on. Most people find that answering those questions takes them about two hours.

Should you require any reasonable adjustments to allow you to attend an interview, please highlight this when you are invited.

Closing date for applications is 11.59pm on Sunday 13 December 2020.

https://app.beapplied.com/apply/xmbaqw8uvv