



Junior Wordpress Developer

Department:	Digital
Reports to:	Wordpress FrontEnd Developer
Job Family:	
Career Family / Job Capsule:	
Key dimensions:	(£Budget, Team headcount FTE, any other relevant P&L metrics as they become available)
Direct Reports	N/A
Committee/Board membership(s)	
Approved Senior Manager Function(s), Prescribed or Other Overall Responsibilities and/or any Certification Function(s)	Please tick one of the following: - Standard role <input checked="" type="checkbox"/>

Purpose of the role:

We are looking for a Junior Wordpress developer to be an integral part of the Digital Team at OneFamily. You will be reporting to our Senior Developer in maintaining and implementing new features to our suite of websites. This role represents a great opportunity to learn new skills on a daily basis and kickstart a career in web development

**Key accountabilities:**

- Working with our developer and designers to modify our custom-built WordPress themes and building new components and features
- Translating designs to web with pixel-perfect precision
- Adding, setting up and updating WordPress plugins on a continuous basis
- Testing and debugging, ensuring our websites continue to function effectively across different browsers and devices
- Contributing to wiki documentation of code changes and configurations to facilitate knowledge within the Digital Team
- Engaging in effective communication with line manager, team members and stakeholders, providing updates on project progress, and addressing stakeholders feedback and requests
- Ensuring ongoing website optimization, including page load times, SEO, security and accessibility
- Staying up-to-date with the latest WordPress developments, coding standards, and best practices to continually improve your skills and contribute to the team's success
- Contributing code changes to our repository and following strict gitflow practices

Skills / Experience / Knowledge:

- Previous experience with HTML, CSS/SASS, jQuery and vanilla JavaScript
- Be familiar with PHPMyadmin and MySQL setups
- Be familiar with npm environment with bundling and automation tools like gulp, vite etc
- Experience working with WordPress CMS and WordPress core functionalities
- Experience working with common page and layout builders an advantage, specifically Beaver Builder and Bricks
- Experience working with code version control in github, bitbucket or similar
- Be familiar with working in an Agile environment and kanban boards
- Eagerness to learn and adapt to new tools and technologies
- Strong attention to detail
- Effective communication and teamwork abilities



- Basic understanding of responsive web design principles
- Ability to work under supervision and/or independently and follow coding standards
- Previous experience working within a team digital team or similar environment

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Values	<p>Define who we are as OneFamily. They come from the beliefs we hold, the way we behave and how we want to work together for our customers. For OneFamily this means:</p> <ul style="list-style-type: none"> • Principled • Courageous • Effective <p>Our values are unique to our brand. They give us purpose and focus. They are vital in helping us all 'do the right thing'. If we are confident that we are true to our values, then we can be sure that we are doing the best for our customers.</p>
Adaptability	<p>This job description is intended to provide a broad outline of the main responsibilities only. The post holder is required to be flexible in developing their role in agreement with their Line Manager. In addition, they may be required to carry out any other duties deemed appropriate within the role and expertise.</p>
Performance Management	<p>All employees have a responsibility to participate in regular one to ones with their manager and to identify performance standards of the post. As part of the performance management process every employee is responsible for participating in identifying their own training and development needs to meet the requirements of their role.</p>
Health and Safety	<p>Employees must be aware of the responsibilities placed on them under Health and Safety at Work Act 1974 and take reasonable care for the health and safety of themselves and of other people who may be affected by their acts or omissions at work.</p>
Equality and Diversity	<p>The Society is committed to building an environment where the diversity of its employees is valued, respected and seen as an asset to enabling delivery of the best possible service to our customers and colleagues. It is unlawful to discriminate directly or indirectly in recruitment or employment because of any of the nine 'protected characteristics' contained in the Equality Act 2010. These are age,</p>



	disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Failure to comply with organisational policies on equality and diversity may result in disciplinary action.
Confidentiality	The unauthorised use or disclosure of customer or other personal information is regarded as gross misconduct and will be subject to disciplinary procedures, and could result in a prosecution for an offence or action for civil damages under the General Data Protection Regulations. (GDPR).

Regulatory	
	<ul style="list-style-type: none"> To comply, at all times, with all regulatory, statutory and legislative requirements so far as they relate to the role To abide by the Rules of the Society at all times To understand and comply with all Group Governance Policies, as appropriate to the role To deliver all apportioned accountabilities and responsibilities

Individual Conduct Rules	
Rule 1	You must act with integrity
Rule 2	You must act with due skill, care and diligence.
Rule 3	You must be open and cooperative with the FCA, the PRA and other regulators.
Rule 4	You must pay due regard to the interests of customers and treat them fairly.
Rule 5	You must observe proper standards of market conduct.
Rule 6	You must act to deliver good outcomes for retail customers.
Senior Conduct Rules: Applicable to Senior Management Function(s) roles only	
SC1	You must take reasonable steps to ensure that the business of the firm for which you are responsible is controlled effectively
SC2	You must take reasonable steps to ensure that the business of the <i>firm</i> for which you are responsible complies with the relevant requirements and standards of the regulatory system.



SC3	You must take reasonable steps to ensure that any delegation of your responsibilities is to an appropriate person and that you oversee the discharge of the delegated responsibility effectively.
SC4	You must disclose appropriately any information of which the <i>FCA</i> or <i>PRA</i> would reasonably expect notice.

Declaration	
I confirm I have read and understood the content of this Job Description and I accept the content as an accurate description of the role I am required to perform.	
Job holders full name:	
Job holders signature:	
Date:	

Version Control:

Amendment Summary	Date	Reviewer
Updated to be aligned with the requirements under SMCR.	24 October 2019	Lawrence Quirk
Updated to accommodate solo regulated SMCR requirements	16 December 2019	Julie Cogger
Updated to include new Rule 6 Conduct Rule.	9 Feb 2023	Lawrence Quirk
Updated to amalgamate the standard, CF & SMF job description template and new values	3 April 2024	Heather Duckett