



**OPEN POSITION**  
**Date Posted:** October 22, 2021

**Updated:** October 22, 2021  
**Title:** Junior Developer  
**Staff Group:** Information Technology Services  
**Reports To:** Information Technology Services Director  
**Grade:** 9, full-time with benefits until June 30, 2023  
**Location:** Open within the continental United States

**This is an entry-level position and is a great opportunity to gain practical experience with maintaining existing applications, testing new code deployments, and working with a small team to modernize systems. Note that this position is expected to end by June 30, 2023.**

### **Purpose**

To help maintain a wide range of in-house developed applications used by Unitarian Universalist Association staff, constituents, and partners. To work with colleagues to solve problems and provide support for applications. To monitor continuously the threat landscape and keep applications and their data secure.

### **Principal Responsibilities**

1. Front End Development using frameworks that support rapid HTML, CSS, and JavaScript development and standardization.
2. Back End Development using PHP and Symfony, MS SQL, and MySQL.
3. Tests new code deployments and Drupal updates via manual and automated testing scripts.
4. Helps maintain and update in house applications primarily written with PHP.
5. Debian Linux server maintenance.
6. Keeps current with industry trends on usability, security, and accessibility.
7. Helps maintain and regularly update software and third-party code/plugin-ins.
8. Provides support to staff, constituents, and partners.
9. Supports annual penetration tests and occasional application security testing.
10. Creates internal and external documentation for applications and processes.
11. Performs other duties as requested by supervisor, the Executive Vice President, or the President.

### **Qualifications**

This is a Grade 9 position (expected hiring range \$37,000-\$45,700 depending on experience). Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training.

Requirements include:

- A strong work ethic and talent for building things.
- Familiarity with a programming language.
- Ability to contribute to a team setting while working independently on multiple projects.
- Able to work evenings and weekends occasionally.
- Work or lived experience with communities of color or indigenous peoples is of particular value.
- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.

Applicants should note any familiarity or understanding of the following when applying. Experience with these is not required.

- PHP or PHP based framework like Symfony
- JavaScript, HTML, and CSS or other front-end frameworks like Bootstrap
- Ruby on Rails
- Debian Linux server administration and configuration
- Git version control
- Amazon Web Services: S3 and EC2
- Microsoft Azure
- WordPress and Drupal
- Working with APIs

## How to Apply

People with disabilities, people of color, indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “Junior Developer” in the subject line—via email to [careers@uua.org](mailto:careers@uua.org), via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. Email submissions preferred.

## About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston’s waterfront Fort Point Innovation District. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or [humanresources@uua.org](mailto:humanresources@uua.org). For more information on the UUA, visit us online at [UUA.org](http://UUA.org) and [uuworld.org](http://uuworld.org).

## Support for the Mission and Values of the Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA’s values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA’s work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.