

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Junior Developer	PAY BAND:
FUNCTION:	Technology Department	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	A collaborative in-house team of developers and a tester, working with Product Owners and UX professionals to deliver scalable digital products using modern frameworks, APIs, and agile practices.	










WHERE YOU WILL FIT

CEO	Chief Technology and Programmes Officer	Head of Design and Digital	Digital Development Lead	Junior Developer
-----	---	----------------------------	--------------------------	-------------------------

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Our development team empowers young people by building digital tools like MyKT—a self-serve space where they can shape their journey, access support, and track their learning with The King's Trust.

WHAT WILL YOU DO?

-  Support development tasks across our platforms using React, Vue, Laravel and CMS tools.
-  Assist with bug fixes and small feature updates under the guidance of senior developers.
-  Contribute to sprint activities, including planning, stand-ups, and retrospectives.
-  Help maintain documentation for code, systems, and processes.
-  Support testing efforts, including writing test cases and logging results.
-  Update content and configurations in CMS platforms like WordPress and Contentful.
-  Collaborate with the team to learn best practices in coding, version control, and deployment.
-  Carry out light admin tasks, such as updating Jira tickets and organising shared resources.
-  Actively contribute to an equitable, diverse, and inclusive workplace.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Basic proficiency in PHP, JavaScript (React/Vue), HTML/CSS	You'll support development tasks across our platforms using these core technologies.
Understanding of CMS platforms (WordPress, Contentful)	You'll help update and manage content systems used across our digital services.
Basic Git and version control knowledge	You'll contribute to shared codebases and manage your work using Git.
Comfortable with admin tasks	You'll support the team with light admin like documentation, ticket updates, and supplier management.
Experience	Why do we need this?
Some experience in web development (e.g. professional, coursework, internships, personal projects)	You'll be writing code and fixing bugs—some hands-on experience helps you hit the ground running.
Exposure to agile or team-based development	You'll be working in a collaborative team—knowing the basics of agile helps you contribute.
Experience using Git or GitHub	You'll be working in shared codebases—version control is essential.
Experience writing or updating documentation	You'll help maintain clear records of what we build and how it works.

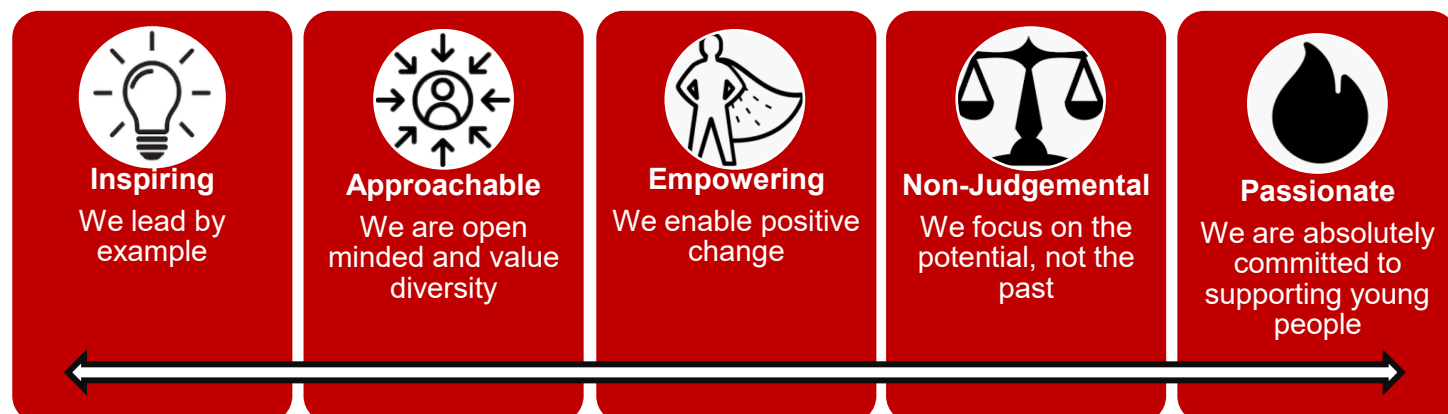
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Any experience with testing or QA	You'll support testing and help ensure our products work as expected.
Skills & Knowledge	Why do we need this?
Awareness of APIs and data flow	You'll assist in integrating systems and troubleshooting data issues.
Willingness to learn and take feedback	You'll grow your skills through mentoring, code reviews, and hands-on experience.
Clear written and verbal communication	You'll document your work and ask for help when needed—communication is key.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works in the delivery level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do</p> <p>You keep young people and our end goal in mind</p> <p>You build trust in others by demonstrating reliability</p> <p>You engage in challenges with optimism and resilience</p> <p>You're authentic and bring your unique talents to work, encouraging others to do the same</p>	<p>You seek out opportunities afford by change, adapting accordingly and to enhance own development and build expertise.</p> <p>You suggest improvements and alternative approaches wherever appropriate</p> <p>You give and receive feedback, harnessing new information to improve your own performance</p>	<p>You're approachable, clear and professional</p> <p>You treat people as individuals, tailoring communication and influencing style accordingly.</p> <p>You communicate difficult messages and challenge others' thinking effectively</p> <p>You listen to others with empathy and sensitivity</p> <p>You act as an ambassador for The Trust whenever communicating externally</p>	<p>You offer support to colleagues and ask for help when needed</p> <p>You manage the expectations of others, gaining buy-in where required</p> <p>You share knowledge and information</p> <p>You build relationships with others across The Trust and externally, where appropriate</p> <p>You act as an ambassador for your own team across The Trust</p>	<p>You manage projects effectively; planning, organising resources and reprioritising as required</p> <p>You monitor progress towards milestones, taking actions to ensure deadlines are met</p> <p>You make effective, data-driven decisions, considering consequences and consulting with others where appropriate</p> <p>You take the initiative to solve problems and develop several potential solutions</p>

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.