

Digital Systems Developer



Who we are

We are passionate about students reaching students with the good news of Jesus.

For over 100 years, UCCF has equipped and empowered students to discover Jesus and live for Him on campus.

Christian Unions (CUs) are groups of students from a range of local churches who join together to help everyone at university engage with the life-changing message of Jesus. They are led by students, resourced by UCCF Staff Workers and supported by the local church.

Each year, tens of thousands of students hear the message of Christ through CU ministry. Together, we are reaching students for Jesus.

Our values

Confident in the truth:
understanding, celebrating and defending the truth of the gospel.

Urgent in evangelism:
creative, engaging and persuasive proclamation of Christ crucified.

Passionate about unity: gathering and uniting all Christians around the essential truths of the gospel.

Committed to the local church:
believing it is the primary and lifelong place of Christian ministry and discipleship.

Motivated by grace:
rejoicing in our salvation, serving one another and loving the lost.

Generous in world mission: endeavouring to give and send so as to reach the students of the world.



Our Office Team

Based in the center of Oxford, the UCCF office plays a vital role in facilitating the ministry of the Christian Unions. We're a small office made up of close-knit teams working together towards our vision. Office staff meet weekly for a business meeting, Bible devotion and prayer, and teams gather in addition to this. We hold regular team and office-wide training days to develop in our roles and enjoy time together. All staff participate in our national student conference, Forum, and annual Training Conference.

What it's like to work for us

UCCF places prayer at the heart of its work, recognising its dependence on God for both resources and people. Staff in each department set aside time during the week to pray together, and prayer is included naturally in meetings, training events and informal moments, often alongside Bible reading.

To reflect Christian discipleship and maintain the integrity of the Fellowship, UCCF holds to a traditional biblical understanding of morality shared across historic Christian denominations. Staff are expected to speak and act in ways consistent with this commitment, demonstrating ethical behaviour both within and beyond the workplace in line with biblical principles.



The Role

The Digital Systems Developer role will provide technical skills in designing and implementing digital solutions that enable UCCF's work to be carried out effectively. The post holder will address operational and ministry needs by developing, maintaining and improving systems through using both code-based and no-/low-code approaches.

Salary: £30,981- £36,809 (depending on experience)

Location: UCCF office, Oxford (OX1)

Hours: Full-time of 37.5 hours per week, or part-time considered (minimum of 0.8FTE, or open to considering a flexible working arrangement)

Application closing date: Sunday 1 February 2026

Interview date: Tuesday 10 February 2026, Oxford

Start date: As soon as possible, open to negotiation for the right candidate

Benefits:

- **30 days annual leave, plus public holidays**
- **Modern and spacious central Oxford office with open-plan kitchen and eating area**
- **Cycle to work scheme**
- **Free access to counselling and healthcare support including discounted gym memberships**
- **Paid time at UCCF conferences**
- **Generous enhanced family leave and pay provision**
- **Access to free and discounted books with IVP**
- **Discounts on theatre and concert tickets**

Job Description

Job Title:	Digital Systems Developer
Department:	Digital
Responsible to:	Head of Digital
Responsible for:	n/a
Liaison with:	Other members of the Digital team, other office staff, field staff, Relay Workers, UCCF supporters, students and external parties.

UCCF's Digital team seeks to enable the whole organisation to operate effectively and meet its goals at every level, everywhere. We provide systems, sites and services that enable our operations and invite into our ministry.

The Digital Systems Developer exists to create capacity to deliver solutions, particularly in the areas of full-stack web development and app development.

Key Responsibilities

1. Growing capability

- 1.1 To develop new student-facing platforms that equip leaders in Christian Unions and enable students to meet Jesus
- 1.2 To assess needs of teams and individuals across Field, People and Operations teams and plan development accordingly
- 1.3 To carrying out planning, design, implementation, analysis and evaluation stages using an iterative development approach

2. Enabling our operations

- 2.1 To proactively manage and develop operations-focused systems to ensure key ministry areas can function well
- 2.2 To handle first-line support for these systems, tracking all problems in the helpdesk system
- 2.3 To assess the need for bugfixes and development in line with user requirements
- 2.4 To offer support and training to people across the organization in using these systems

3. Inviting into our ministry

- 3.1 To oversee the technology behind UCCF's suite of websites, enabling students and supporters to join our ministry
- 3.2 To enable integration between websites and other systems and our Salesforce CRM

4. Infrastructure, Data and Governance

- 4.1 To carry out day-to-day management of server infrastructure for our web-based systems
- 4.2 To ensure all systems manage data in a way that aligns with our data strategy and the GDPR
- 4.3 To ensure code and systems are managed and developed in line with best-practice security guidance

5. Other

- 5.1 Attend Forum, New Year Training Conference, and other student events/conferences/training as required, delivering training relevant to the role and engaging with the life of the wider organisation.
- 5.2 Representing the Digital Team in meetings and wider organisational projects as required.
- 5.3 Work collaboratively with colleagues across departments to achieve organisational goals
- 5.4 Work in line with organisational values, policies and priorities



Person Specification

Essential characteristics

- Proactive and self-motivated
- Innovative and curious, problem solver, creative thinker
- Enjoys learning and exploring new technology
- Collaborative and team-oriented
- Adaptable, flexible and resilient

Essential experience

- Track record of developing and supporting digital systems across a range of front-end and back-end technologies
- Experience of writing robust, secure, and maintainable code deployed in production environments
- Experience in planning, coordinating, and delivering projects to deadlines

Desirable experience

- Experience of engaging with end users in product testing and/or providing user support and training
- Experience working with data, ensuring accuracy, security, and compliance
- Experience integrating systems and working with APIs
- Experience of Salesforce or similar CRM platforms

Essential skills

- Able to write quality code in relevant languages to solve real-world problems
- Able to analyse user needs and existing systems and develop new solutions or implement improvements
- Understanding of best practices in cybersecurity and data governance
- Excellent written and verbal communication skills, able to explain technical concepts clearly
- Able to plan, organise and prioritise workload, working independently
- Able to work as part of a team and build positive relationships
- Degree in a relevant subject

Desirable skills

- Full-stack web development (e.g., HTML/CSS/JS, PHP/MySQL)
- Web front-end frameworks (e.g. React)
- UX and UI design principles
- PHP frameworks (e.g. Laravel)
- Cross-platform mobile app development (e.g. React Native)
- Linux server management

Other

- Experience or understanding of UCCF's work and context (*essential*)
- Willing to participate in the wider fellowship of UCCF (*essential*)
- Experience in the charity sector (*desirable*)

Nature and Scope: As this role is involved in equipping and resourcing students, CU leaders, and UCCF supporters, it is an occupational requirement that the post holder is in sympathy with the Doctrinal Basis but will not be formally required to sign assent to the Doctrinal Basis. They will be expected to attend UCCF collective worship and prayer and to model Christian discipleship in public and private life.



Our Operations Team at Forum 2025

Our Doctrinal Basis

The Doctrinal Basis represents the central truths of the gospel, which is the basis of UCCF's unity, the foundation of UCCF's ministry and the content of UCCF's message. We are unashamedly confessional and value gospel clarity and gospel unity. For more information, visit: <https://www.uccf.org.uk/about/doctrinal-basis/why-we-have-a-doctrinal-basis>

The basis of the Fellowship shall be the fundamental truths of Christianity, as revealed in Holy Scripture, including:

- a) *There is one God in three persons, the Father, the Son and the Holy Spirit.*
- b) *God is sovereign in creation, revelation, redemption and final judgement.*
- c) *The Bible, as originally given, is the inspired and infallible Word of God. It is the supreme authority in all matters of belief and behaviour.*
- d) *Since the fall, the whole of humankind is sinful and guilty, so that everyone is subject to God's wrath and condemnation.*
- e) *The Lord Jesus Christ, God's incarnate Son, is fully God; he was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.*
- f) *Sinful human beings are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of their representative and substitute, Jesus Christ, the only mediator between them and God.*
- g) *Those who believe in Christ are pardoned all their sins and accepted in God's sight only because of the righteousness of Christ credited to them; this justification is God's act of undeserved mercy, received solely by trust in him and not by their own efforts.*
- h) *The Holy Spirit alone makes the work of Christ effective to individual sinners, enabling them to turn to God from their sin and to trust in Jesus Christ.*
- i) *The Holy Spirit lives in all those he has regenerated. He makes them increasingly Christ like in character and behaviour and gives them power for their witness in the world.*
- j) *The one holy universal church is the Body of Christ, to which all true believers belong.*
- k) *The Lord Jesus Christ will return in person, to judge everyone, to execute God's just condemnation on those who have not repented and to receive the redeemed to eternal glory.*

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