Job Description
Hostelling International

Job Title:	**Full Stack** Developer
Contract Type:	Full time, permanent
Salary:	Grade 6 to 7 £27,600 to £42,500 dependent on experience
Location:	Welwyn Garden City, United Kingdom (You must be eligible to work in the UK)
Responsible to:	Business Systems Manager

Overall Responsibilities: Working within the Development Team and responsible for further development of HI's consumer facing platform. To provide support to wider team and assist in debugging any issues. To effectively contribute to the wider strategy, vision, values and mission of Hostelling International (HI).

Why work for us?

If you are enthusiastic and keen to get stuck in, we want to hear from you.

- Relaxed office environment
- Flexible working
- Great location – Welwyn Garden City Town centre right next to the station
- Dedicated social committee
- Work for a charity that helps young people explore and that removes intolerance
- International environment – contact with people and cultures from all over the world
- We use a wide range of technologies
- Local gym membership discount

Who are we?

Hostelling International is the brand name of 72 Youth Hostel Associations forming the International Youth Hostel Federation and represents nearly 4,000 hostels in 91 countries. HI is a non-profit membership organisation, with a proud history and a relevant philosophy: our mission is to promote cultural education, peace and international understanding through travel - offering affordable, safe, quality accommodation to people of all ages, races, religions and nationalities. With over 4 million members worldwide HI is one of the largest youth membership organisations in the world.

HI's hostels currently provide 35 million overnight stays a year, many of which are booked through the hihostels.com website that provides a global booking system for hostels worldwide. As part of the youth travel industry which is both dynamic and varied, we have a young team and our office provide a range of services to global stakeholders and customers.

Key Responsibilities:

- Participate in our web development from concept to deployment and beyond.
- Create exciting new features for our users and customers.
- Engage with analytics data that can help to make our platform more intuitive to use.
- Write high quality code, tested for stability.
- Build and maintain test coverage on unit, integration, and acceptance.
- Deploy and maintain production applications.
- Second-line and third-line support for our in-house platform.
- Developing core organisational knowledge, technical control, and ownership of our platform.
- Advise stakeholders on best-practice technical solutions.
- Create reports and present at meetings as required.
- Technical and process documentation.
- Business continuity planning, in conjunction with the wider team.

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Required:
- Full stack web development experience.
- Ruby development experience within Ruby frameworks (Rails, Padrino, etc.).
- Proficient with JavaScript, HTML, and CSS.
- Experience with JavaScript frameworks and libraries (Backbone, Bootstrap, jQuery, etc.).
- Good working knowledge of git and github.
- API Integrations, providing and consuming.
- Solid understanding of SQL, server environments, cloud platforms incl AWS, Heroku, etc.
- Agile development and Continuous Integration background.
- REST Services - JSON/XML.
- History of good communication (communicate early, communicate often, total transparency).
- Natural talent to learn code and creatively/efficiently solve complex challenges.

Preferred Criteria:
- Experience of Salesforce.
- Analytical and data driven, as well as organised, flexible, business minded, and results orientated.
- Experience in working in a complex systems environment.
- Experience of other cloud or JAVA applications.
- Experience in the travel or NFP sectors (or both).
- Membership of appropriate professional body.
- Photoshop/Illustrator.
- Familiarity with scripting languages or Unix shell scripting.
- Motivated to drive tasks to completion and take ownership of projects.

Personal Competencies:

- **Cognition**

  Analysing and Reasoning
  Examines data to grasp issues, draw conclusions, and solve problems.
  Creative and Innovative Thinking
  Develops fresh ideas that provide solutions to all types of workplace challenges.
  Decision Making and Judgement
  Makes timely, informed decisions that take into account the facts, goals, constraints, and risks.
  Researching Information
  Identifies, collects, and organizes data for analysis and decision-making.

- **Personal Effectiveness**

  Accountability and Dependability
  Takes personal responsibility for the quality & timeliness of work. Achieves results with little oversight.
  Attention to Detail
  Diligently attends to details and pursues quality in accomplishing tasks.
  Development and Continual Learning
  Displays an ongoing commitment to learning and self-improvement.
  Self-Management
  Manages own time, priorities, and resources to achieve goals.

- **Interaction with Others**

  Teamwork
  Promotes cooperation and commitment within a team to achieve goals and deliverables.