

Avaaz.org position description:

Lead Developer

Avaaz is seeking a Lead Developer to lead features development and the rollout of new code to our production environment, and to organize the multiple fast-moving coding workflows of a rapidly expanding operation.

Avaaz.org background

Avaaz is an international campaigning organisation with a simple democratic mission: to close the gap between the world we have, and the world most people everywhere want. Avaaz (the name means "voice" or "song" in many languages) works on issues ranging from climate change and environmental protections to human rights, conflict, poverty, and democracy, using online campaigns to instantly mobilize people everywhere to confront injustice anywhere. The organisation has enjoyed a meteoric rise since launching in 2007, reaching 10.3 million members and climbing fast. Avaaz members have taken over 30 million actions, told over 60 million friends about Avaaz campaigns, donated more than \$20 million online, and organised 10,000 rallies and events in every country of the world. Operating in 16 languages with a staff of 50, Avaaz is 100% member-funded.

Our campaigns have garnered coverage in most of the world's media outlets, have changed major decisions by governments including Brazil, Japan, and Canada, shifted the policies of major corporations; and saved thousands of lives in natural disasters. The Times of London calls Avaaz "one of the most important new voices on the global stage."

We've just scratched the surface of what's possible. As Avaaz enters its fifth year, it is poised for achieving dramatic growth in both scale and the scope of its work and diversification of its strategies and tactics for achieving positive change -- including exploration of new online areas such as social integration, game dynamics, web publishing and broadcasting, crowd-sourcing of complex projects, and user-generated campaigning.

Job description

The developers team which makes the online work of Avaaz possible is rapidly expanding in size, sophistication and responsibility. The Lead Developer is a very strong hands-on coder, but can also lead projects fueled by a larger outsourced team. The expectation is that you would spend about 20% of your time in project management and 80% of your time in hands-on coding. This position reports to the Chief Technical Officer and may grow to involve managing 1-5 coders.

Specific responsibilities include:

- Take ownership for the tech implementation of projects
- Code reviews, managing the release of features and bugfixes along the path of the code lifecycle from developer to production instance
- Suggest incremental improvements to coding processes to increase team performance
- Work to ensure that our 3 core objectives are met - stability, security, functionality
- and of course Hands-on coding

Qualifications

Required

- Experience with high traffic websites and LAMP environment
- Technical skills required - PHP, MySQL, HTML, DHTML/CSS, Javascript/AJAX, JQuery
- Experience working in a team and developing projects using OOP and MySQL database design
- Familiarity with nimble, iterative web development; excited by short time frames and high-stakes tech challenges; highly flexible with rapidly-shifting needs and priorities
- Production issue resolution
- Site optimization - finding ways to optimize existing sites (js/css)
- Must be comfortable using a Unix shell
- Experience with bug tracking tools and version control
- Must enjoy writing beautiful code
- Communication skills with both technical and non-technical colleagues;
- Detail-oriented without paralyzing perfectionism

Preferred

- Experience working in development teams from diverse backgrounds and cultures, locally and remotely
- Strong culture match for Avaaz and affinity for globalist online grassroots campaigning
- Understanding of SEO, email and web analytics, social media
- Experience maintaining and extending large-scale Content Management Systems for Websites
- Experience with automated unit testing
- Good knowledge of manual HTML coding and if needed PSD to HTML conversion
- Some PERL familiarity

Location

Avaaz is a global organization, with most staff working collaboratively in a "virtual office" environment from four continents; staff can reside wherever they wish. However, for this particular position candidates based in North or South America are preferred due to timezone coverage need. The team also meets for week-long retreats twice per year in different locations around the world.

Compensation and Benefits

Salary varies with location and experience, but is highly competitive with leading non-governmental organizations. Benefits also range with location, but include 4 weeks paid vacation per year. The contract is for six months, with the strong expectation that a successful



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initial term will lead to a longer term commitment.

To Apply

If interested, please send your CV and a brief note to milena+jobapps@avaaz.org