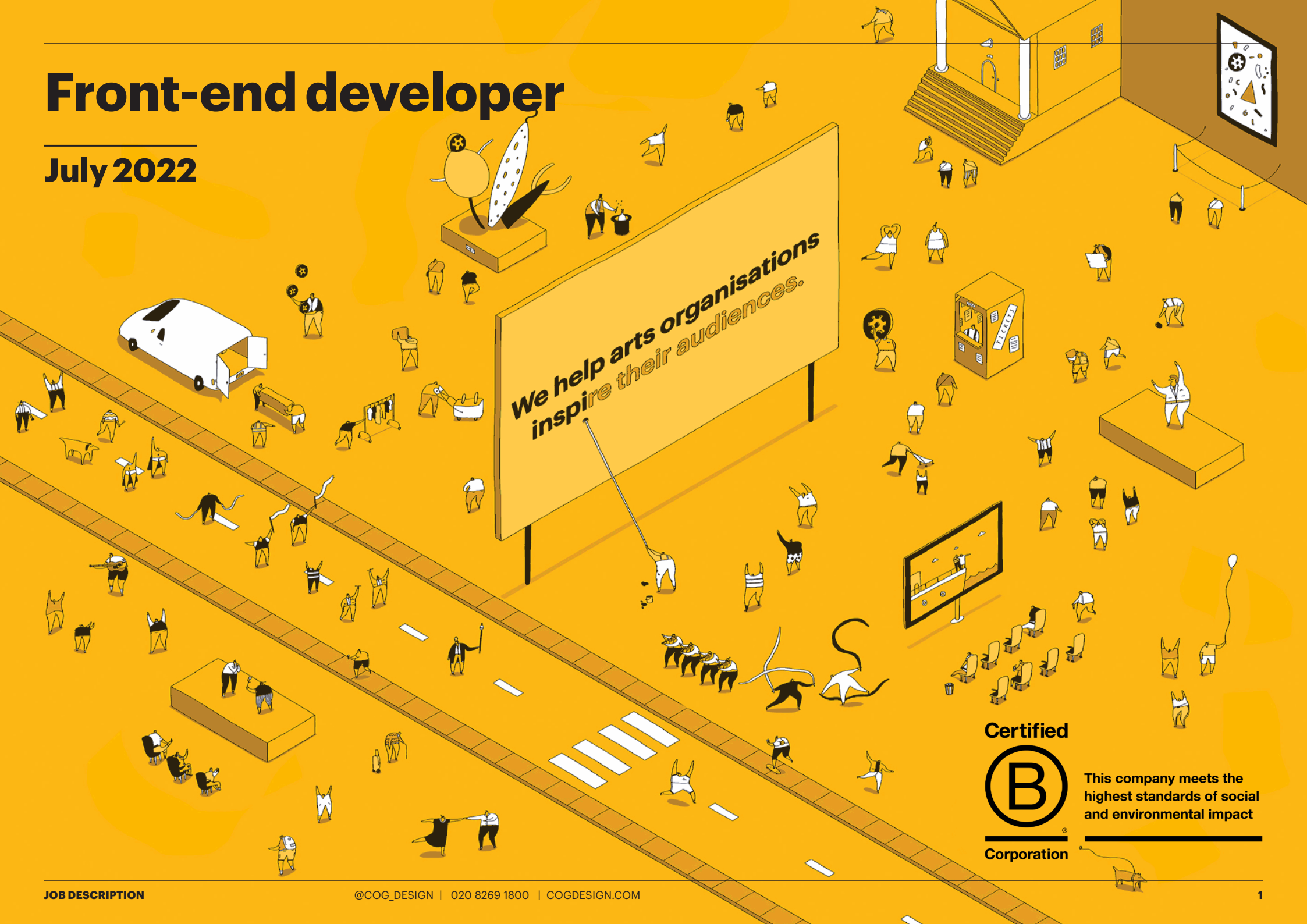# Front-end developer

July 2022

We help arts organisations inspire their audiences.

Certified

B Corporation

This company meets the highest standards of social and environmental impact

Front-end developer

Overview

This is a front-end website (not apps) role, working within our team of designers, developers and project managers.

We're looking for someone with aesthetic swagger and technical savvy.

Our back-end team handle the complex integration and technical implementation, leaving you to focus on the visual essence and online interactions. Although there's bound to be some crossover.

You'll be working in partnership with our design team to translate thinking into actions, suggest brilliant improvements and then push to make it all happen.

You'll need to really care about finessing the detail and have a keen eye on the broader structure.

We need someone who can compartmentalise their thinking and juggle priorities.

Our projects are hugely varied in scope and scale. You'll be working on at least a couple of sites concurrently and will need to be flexible and adaptable enough to pick up on multiple short-term tasks as they drop in.

Mostly we need someone who is pragmatic, flexible and focused.

Within a generous and supportive team, you'll be given the freedom to make this role your own and be empowered to implement improvements. We can fund courses and conferences, and arrange site visits and training to facilitate that process.

Salary: around £35K

We're genuinely open to a discussion if you feel you are worth more, or if you feel you'd need to work up to this level.

Location: open to discussion

We are a team (not a collective of freelancers). Some work fully or partly remotely but most enjoy the collective culture of our studio in Greenwich, London. We're happy to chat about a balance to suit you and this role.

How to apply: write (don't send a CV)

We want to know about you not where you lived or went to school. Write to us about why you'd be the ideal fit for our team. Include at least three examples of websites you've built, tell us about your role and explain why you are proud of them.

Email **opportunity@cogdesign.com**
We've got work to get on with straight away. But we'll wait for the right person.

Qualities

We're looking for someone who can show us they'd be a great addition to our team. That probably means they can demonstrate the following:

Personal

- Enthusiasm for what you do
- Enthusiasm for what we do
- Organised and methodical with a meticulous eye for detail
- A problem solver, calm under pressure
- A multi-tasker who can switch gears when needed
- A team player with a desire to constantly improve, and to help others do the same
- A desire to work in an agency with a team-based approach

Professional

It is important that you have the ability to (or the capacity to quickly learn to):

- Interpret designs so you are building complete solutions not just making the front-end look like the flat visuals
- Be sensitive to the nuance and subtleties that make the difference between good and great user experiences
- Talk about your work in everyday language
- Accurately estimate how long you need to invest in specific tasks

Technical

We are always improving our development set-up so we're very open to you challenging us and suggesting better solutions. For now...

It is essential that you have proficient experience with:
- HTML5
- CSS3 (SCSS / SASS)
- Javascript (jQuery, backbone / underscore / Lodash / React etc)
- Snagging and testing sites across multiple browsers and platforms

It would be an advantage if you are already experienced in:
- WordPress in all its glory and idiosyncrasies
- Accessibility best practise
- Twig and PHP
- Webpack and Gulp
- Experience working in Git (Bitbucket)
- Styling for ticketing and CRM systems

It would be interesting if you have some knowledge about:
- *nix systems / command-line tools
- SQL databases
- Web servers NGINX / Apache

What's it like at Cog?

We are: design led / audience focused / sustainable / accessible / culture obsessives / passionate, never precious / generous, inclusive and supportive / plain spoken.

We create our best projects with people who are genuinely excited about their jobs so we choose only to work with those people. For us that means working exclusively in the world of arts and culture.

We design and build unique websites that help arts organisations inspire their audiences.

Formed in 1991, we are probably the UK's most experienced agency working in the arts.

We are experts in the technology (especially in ticketing integrations) and we speak in plain English because we are confident enough not to need to hide behind jargon or acronyms.

Our studio, right next to Greenwich station, has all the things you might expect (including a pool table, a well-appointed kitchen and a cupboard of fancy teas) and some things you might not (like an indoor garden and fishpond).

Cultural advocates

We firmly believe in the power of culture to transform lives.

We sometimes work for free on campaigns to raise awareness and lobby for greater recognition of the arts, especially for the importance of creative subjects in education.

We are financial supporters of initiatives such as Arts Emergency, the Black Ticket Project and Blueprint for All. And we are the 'in-house' agency for the National Campaign for the Arts.

Certified B Corporation

Profit is vital to our business but it isn't our only driver. We also want our business to be sustainable, equitable and inclusive. For that reason we are a Certified B Corporation.

That means we have met exacting standards about the way we value our team, the efficacy of our working practices, the choices we make around suppliers and the overall benefit we provide to society.

It means we have an unwavering ethical policy; an active approach to equity, diversity and inclusion; and a positive stance on accessibility and inclusivity.

And we are on a journey towards a fully sustainable studio, including carbon positive website hosting.


Discussion days & training

At least once a year, in May, we close the studio and invest a day or two in ourselves; most of our remote team join us in person.

We spend the day learning from the past and planning the future. Everyone is invited to contribute to the agenda and join the conversation. Together we contribute to the decisions that shape the company's direction. And we continue into the evening with an outing and/or dinner.

Investing in you

Attending seminars, webinars, training and even live events can be an important part of our work. We are happy to invest in you. If you feel that an event is useful to you and the company, we're always happy to chat about it.

Your line manager will work with you to find out how you learn best and what you value most. Together, you'll put together a progression plan and work on that during your time here.
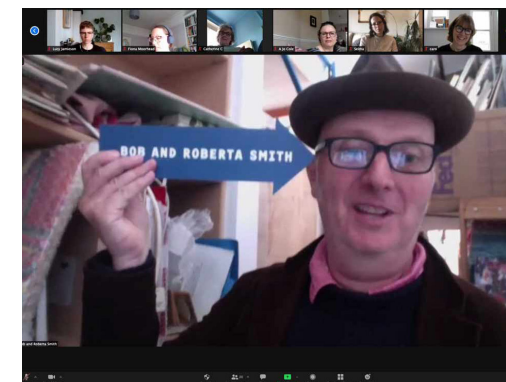
Breakfast Briefings

We run early morning, monthly sharing sessions that we call Breakfast Briefings.

Speakers come from a wide range of backgrounds: artistic directors, politicians, marketeers, technologists, artists, curators, makers and many more.

We invite a select (and growing) list of clients and friends to join us in the audience. It's a great way to make introductions and spark collaborations.

And in the gaps we often host internal learning sessions where members of our team share their expertise and research with the rest of us. It's a great platform for talking about the topics that matter to us most.