



Software Engineer – Full Stack React/Next JS/Node



CANCER
RESEARCH
UK

Welcome!

Hello and thank you for your interest in working in the Technology team at CRUK!

Every single day our supporters and volunteers are raising money, and scientists, doctors and nurses are using all of their skills and expertise to save more lives affected by cancer. And it's our team's job to transform how the charity uses technology and data so that it's setup to support this vital work now, and in the future. Our work ranges from delivering digital marketing products, to specialist scientific applications, through to all the essential operational tools and services used by CRUK staff every day.

Over the past 6 months, we've gone through a huge amount of change - that transition continues and you will have a great opportunity to help to shape and deliver that over time. We have a new organisation and operating model; we are building the capacity and capability of our teams; we are aligning ourselves with the rest of the organisation and establishing shared priorities, roadmaps and outcomes; and we will be creating a powerful external presence to showcase our teams and their contribution. In order to do this, we need to add to our brilliant, 250 person team.

Whether your speciality is architecture or data, project management or business analysis, I can assure you we've got a role for you at CRUK. A role in which you'll work with subject matter experts, who will drive you to become the best you can be in our forever-innovating environment.

We look forward to welcoming you and, with your help, beating cancer sooner.



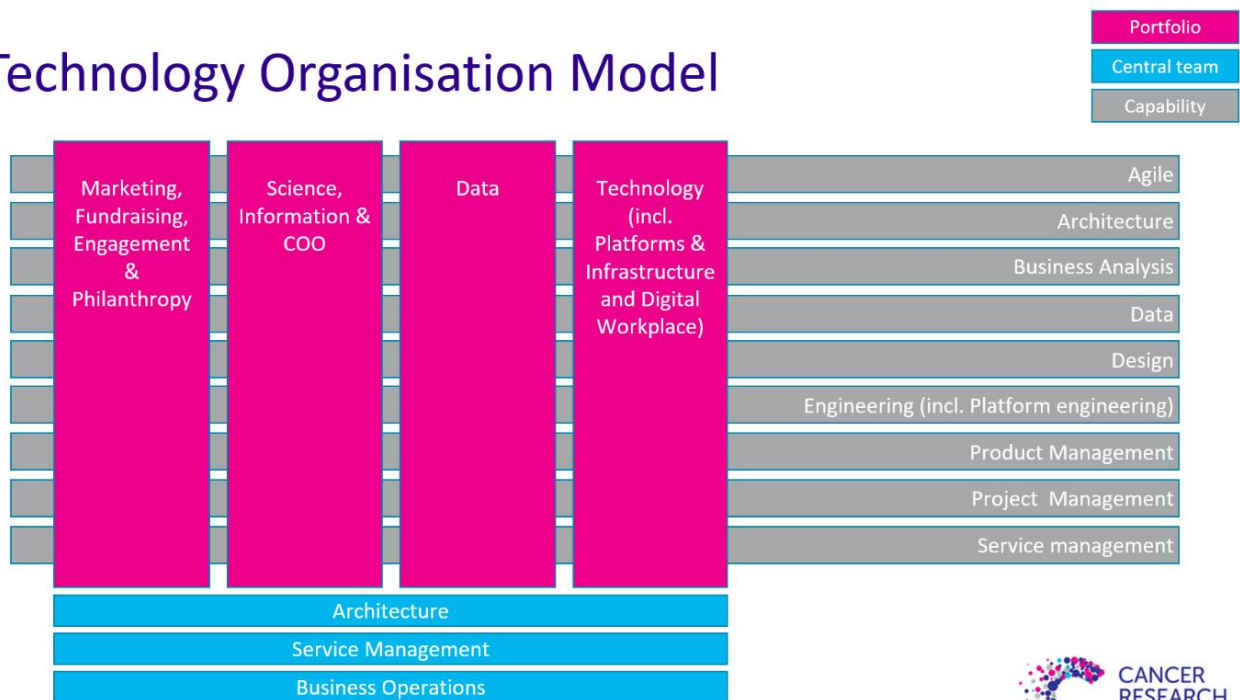
Richard Newsome
Chief Technology Officer

Find out more about the Technology team at CRUK on our [Website](#), listen to our [Podcast](#) & visit our [Linked In](#) page.

About the Technology directorate

The Technology team at CRUK is made up of stable, multi-disciplinary product-centric teams, aligned to CRUK's functions - teams who are empowered and accountable for the full lifecycle of their products, from creation to delivery to service to decommissioning. We are revitalising capability teams focused on line management and continuous improvement of our core technical skills (e.g. engineering, delivery management), and we will continue to invest in line management skills and build both technical and management career paths within this model. And we are reinforcing central teams which co-ordinate and own a "single view" across key aspects of our systems and operation (e.g. architecture, service, performance management).

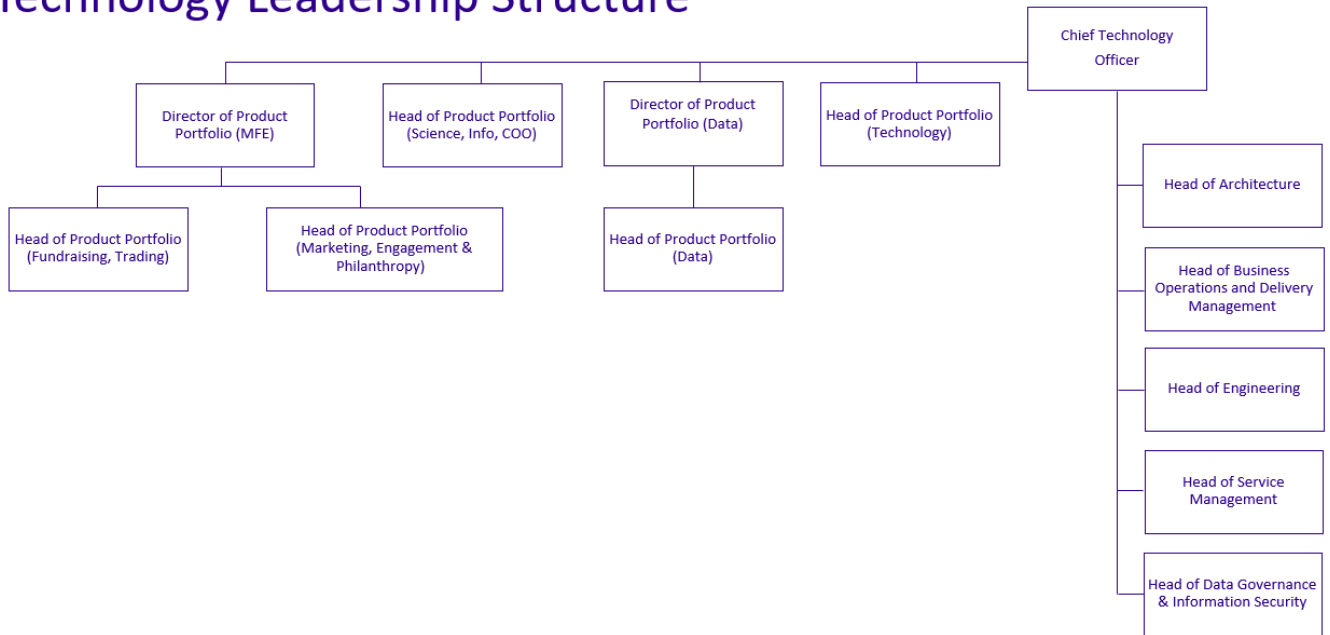
Technology Organisation Model



We are building an operating model in which each of these teams will be able to be at their best, and where the whole works alongside and influences the rest of the charity to keep pace with and exploit the fast-changing technology landscape, and to achieve its full purpose and potential.

Technology Senior Leadership Team

Technology Leadership Structure



This role sits in the Engineering Capability team, led by Andrei, our Head of Engineering. Here's why he thinks it's a great time to join the team:

"Our Engineering strategy is ambitious, and you'll be joining an equally ambitious team. From our award winning inhouse products, through to integrated third-party software, we work on business-critical systems that operate at scale for millions of users.



And because we're ambitious, we are constantly striving to improve our technology so that more of every pound we receive in donations goes to life-saving cancer research. This is why we've mobilised a large-scale technology renewal initiative which will deliver our future CMS, CRM, Marketing and Data platforms and move our custom-built online fundraising applications to serverless cloud services."

The Opportunity

Reporting to the Lead Software Engineer, the Software Engineer will be responsible for the delivery of specific packages of development for software applications within one of our Technology product teams, and running these applications in production.

As a Software Engineer at Cancer Research UK you are responsible for the delivery of specific packages of development for software applications within one of our Technology product teams, and running these applications in production.

We are looking for a Senior Full Stack Senior Software Engineer with experience of TypeScript/JavaScript, AWS, PHP to partner with our Science & Information (SIC) and Corporate Operations (COO) portfolios to take digital products to the next level.

Our SIC products play an invaluable role in creating shared data platforms between CRUK, academic researchers, and the NHS to identify scientific discoveries and secure grants to trial pioneering cancer treatments. We are very proud to say this has led to new standardised processes in the NHS, 60 clinical trials, and 11 treatments going to market (so far...). Meanwhile, our COO products cover all corporate teams (HR, Finance & Technology) to ensure smooth operation across our organization.

Working with other Software Engineers, Product Managers, Testers, Architects, and Business Analysts, you take responsibility for developing high-quality code, and adopting best practices, while looking for new and improved approaches to technical challenges. You will be able to communicate with less technical colleagues from the wider Charity, in a language they can understand, helping them convert business challenges into technical solutions. You will also work to continually improve the accessibility, availability, performance, and security of our products.

- Apply Lean and Agile principles to develop high-quality code that has minimal bugs, adheres to CRUK standards, and is highly supportable
- Work either independently or in collaboration with Solution Architects to design new solutions in line with the Software Engineering strategy. Work autonomously to deliver backlog items for an existing product.
- Work in collaboration with Product Managers, Service Designers, UX Designers, Business Analysts etc to identify user needs, discuss capabilities and iteratively design solutions
- Contribute to a software engineering capability team to share good practice, develop standards, patterns, automation & tools, reduce technical debt and operational risk
- Apply Site Reliability Engineering principles to track and improve the availability, performance, and security of our products. Support the resolution of incidents impacting our products.
- Committed to Cancer Research UK's vision to bring forward the day all cancers are cured.
- Undertake other tasks as necessary to contribute to the team objectives and those of Cancer Research UK.

What are we looking for?

Software engineers who are passionate about code and finding the best solutions for the assigned product portfolio.

- Ability to write clean, readable, and properly tested code based on tried and tested design patterns.
- Ability and willingness to learn new languages, frameworks, and tools.
- Some experience building modern user interfaces and single page applications, preferably using the React ecosystem.
- Some experience developing REST APIs and other back-end components using Node.js, .net or PHP
- Some experience of cloud-native architecture and AWS services, various SQL and noSQL databases, as well as queues such as SQS
- Some experience in running critical services in production and designing highly available, scalable and secure solutions
- Awareness of accessibility standards and guidelines
- Some experience with modern software development methods (SCRUM, Kanban) and approaches (test-driven development, behavior-driven development)
- Ability to communicate with technical and business colleagues, influencing others effectively
- Ability to cope with continual change and contribute constructively to improvement cycles
- Ability to quickly grasp business concepts and strategies
- Appropriate level of understanding of the charity and its strategy

About Cancer Research UK

Cancer Research UK is the world's leading independent charity dedicated to cancer research. We carry out scientific research to help prevent, diagnose and treat cancer and we have discovered new ways to beat cancer that together have saved hundreds of thousands of lives across the world.

Today 2 in 4 people survive cancer thanks to our world class research. But we won't stop there. Our aim is to continue progressing so that we can say in 20 years' time 3 in 4 people survive.

To learn more about our strategy to bring forward the day when all cancers are cured, [click here](#).

Each and every one of our employees contributes to our progress, so whatever team you join, you'll have a part to play. To achieve our goals, we believe our three beliefs should shape everything we do:



We're looking for people who can work collaboratively across the organisation, show their personal courage, and focus on what matters to enable us to get to where we want to be.

While you're with us, every ounce of effort you put in will be supporting our work to stop cancer in its tracks. You'll be supported every step of the way and will be given all kinds of opportunities to make sure your career steps are giant ones and the right ones for you.

Our comprehensive learning and development offer includes an engaging induction when you start, resources to help you build your core business skills when you need them, bite-sized workshops, and much more. The learning and development offer is designed to give you the tools you need to take ownership of your development, build your expertise in your area of responsibility and to work effectively with others.

1 in 2 people
will get cancer
in their lifetime.
* Our research
saves lives

(*born after 1960)

Equality, Diversity, and Inclusion at CRUK



Our strategy includes recruitment training & engagement evidence, and measurement & policy changes

Creating an inclusive and diverse workplace where equality of opportunity is embedded in everything that we do and that encourages and supports everyone to reach their potential is hugely important to us.

Many of the challenges we face have origins within wider society, but we are making commitments to take positive action where we can make a difference.

We recognise there is much to do to realise our ambition of becoming more diverse and inclusive organisation, and we are fully committed to achieving this objective, making sustainable, positive improvements.

Our commitment to EDI will allow us to represent our supporters and the communities we work in.

EDI will support our performance. By reaching out to a wider group of individuals we will be able to drive further creativity and challenge existing norms.

“Our people are undoubtedly one of Cancer Research UK’s biggest assets. Delivering on our equality, diversity, and inclusion strategy will enable us to better attract the very best talent, and have the strongest team to beat cancer together”
-Michelle Mitchell, CEO

Our staff networks support the organisation to recognise the diversity of our staff and help us create a positive and inclusive culture.

Our current networks include:

- Age Positive
- Race Equality & Equity
- Health and Disability
- Multi Faith
- Pride
- Gender Equality Network
- Working Parents and Carers

Find out more about our [EDI strategy](#), or contact edi@cancer.org.uk for further information.



What we can offer you



Pay

Our pay is designed to attract and retain the most talented and dedicated employees. We aim to be competitive in the market whilst ensuring we are affordable to the charity, keeping our research and supporters front of mind.

We review pay annually and aim to recognise individual performance and achievements.



Pension

Our Retirement Plan is worth up to 12% of salary and offers all employees a flexible way to build a pension fund, no matter which stage of your career you're at. You'll be given choice, control, financial benefits and valuable protection benefits. It is a defined contribution plan, which means contributions paid into the plan by you and by Cancer Research UK are invested in the funds you choose—you can have as little or as much control over this as you want.



Holiday

We offer 25 days holiday a year, plus the standard 8 bank holidays, and an extra day for Christmas Eve. You can choose to use the 5 religious bank holidays flexibly.

On top of this you can choose to buy up to 1 week's additional holiday each year.



Income Protection and Life Assurance (Death in service) insurance policies

We provide all staff with free insurance policies, paying 50% of your salary if you are unable to work through illness, and up to 4x salary for your beneficiaries should the unthinkable happen and you die while in our employment.



Flexible Working

We encourage a Flexible Working culture, including options such as home-working, reduced or flexi-hours, job shares, job-splits, and core hours. We offer a high level of flexibility for the vast majority of our office-based roles, meaning that you'll only be required to work from a specific location for 1 or 2 days a week on average.



UK wide savings and benefits

We offer an online savings and discounts portal covering many widely recognised retailers and brands from electronics, groceries, home and leisure, holidays and more.

CRUK staff can take advantage of savings through a cycle to work scheme, or an interest free loan to help spread the cost of travel season tickets.



Learning & Development

We offer a wide range of career and personal development opportunities, including induction, core business skills, leadership and management development, talent programmes, accelerated progression opportunities for those with leadership potential, secondments and much more.



Supporting our employees through cancer

We partner with an organisation called Working with Cancer, to provide support to those returning to work following a cancer diagnosis. Working with Cancer offers counselling services and advice to employees with cancer about returning to work, or remaining in work, at any stage during or after cancer treatment. The service also provides support to managers to help them understand the best way in which they can help their team members.



Health and Wellbeing

We offer occupational health and mental wellbeing support, online health assessment tools and discounted onsite osteopath and massage services. Our confidential employee assistance programme is available to all to provide support for any concerns in your work or personal life. In addition, we have a range of sports and societies on offer, to support employees toward a healthy work/life balance.



Work-Life Balance

We value a healthy work-life balance with a range of sport and societies to support this.



Payroll Giving

We offer all employees a way to support any charity of their choice tax-free through their salary. Payroll Giving is a very effective way of supporting causes close to your heart: A £10 monthly donation will only cost you £8 as a standard tax-rate payer and even less, £6 if you are higher tax-rate payer.



Local Savings

CRUK staff enjoy great benefits in and around Stratford with deals at local shops, bars and restaurants.

Where we are



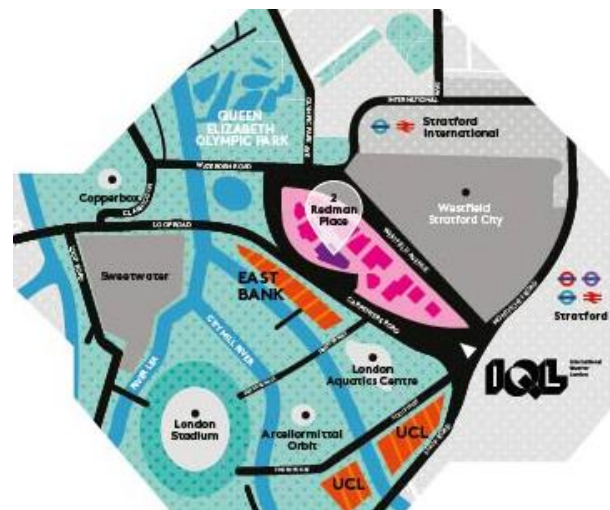
To find out more about working with us, visit our [website](#)

Our London office is at 2 Redman Place, **Stratford**. Our office provides open working spaces, while laptops and tools such as Microsoft Teams help us to continue to work closely as a team when we are not in the office.



Our flexible working approach offers us the chance to work flexibly and productively in a way that benefits both you, and your team, with most of our 'office based' roles only requiring you to be in the office one or two days a week. We also have an office in Oxford, as well as people working nationwide in our shops, and scientists in laboratories across the United Kingdom.

Our custom-built office has 4 floors, and a terrace with views of the Olympic Park. Only a **10-minute** walk from **Stratford** station (on the Jubilee and Central tube lines as well as the Overground, DLR and TfL Rail), and **7-minutes'** walk from **Stratford International station**. You can also get here from **Kings Cross St Pancras** in just **15 minutes**, from **Liverpool Street** in **7-minutes**, and **under 30 minutes** from all **other major London** railway stations. It's also one end of the CS2 Cycle Superhighway, which takes you on a **25-minute** route from Aldgate.



Stratford is a fantastic area of growth and investment, with several large organisations moving their headquarters there. **Westfield Shopping Centre** provides a wealth of places to shop, eat, drink, and socialise. The **Olympic Park** is also within a **5-minute** walk, allowing opportunities for you to **relax, exercise, explore the nature**, and get some **fresh air!**

Photograph by Frank Steiner

[TFL Journey Planner](#)

Plan your route to our new London office



Find out more about International Quarter London



Check the progress of the new Elizabeth Line