

Role Profile

Role title:	Full Stack Developer
Salary:	£12.60 an hour + Holiday pay
Contract term:	Zero Hours
Accountable to:	Associate Director of Insight and Data
Hours:	5+ hours a week or project based
Location:	Primarily remote working but you may be asked to come into the SU building on certain occasions
Eligibility:	Open to applicants with relevant skills and experience who are eligible to work in the UK and a current student at either UoM, MMU or UoS
Benefits:	We offer a great range of benefits. You can see them here .

Our Organisation

We are Manchester Students' Union, the biggest SU in the country, supporting over 40,000 students throughout their time at university. We help to make student life the best it can be by supporting students to campaign for change, creating opportunities to meet new people, providing employment opportunities, providing advice and support and being a safe place on campus.

We are a values-centred organisation that employs around 90 permanent, full-time members of staff. We recruit a wide range of roles throughout the year within all our departments from our Commercial team operating Manchester Academy Venues, 13 Media, Bar 532 & Kitchen and Corridor Coffee to our Student Activities, Student Engagement, Marketing and Communications, Finance, HR and Facilities teams. Our team of around 400 part-time, studying staff are instrumental in providing support to all departments as well as leading major projects like Student Angels. When you join UMSU, you'll be immersed in an environment that empowers staff to make great things happen and we're always on the lookout for innovative, passionate, and proactive people to join us.

Our staff team is led by our senior leadership team who are instrumental in driving our strategy at UMSU. It's made up of our CEO, COO, 3 Directors and 2 Associate Directors. We are governed by our trustees and Exec Officers, you can find out more about that [here](#). All our permanent, full-time roles are graded (Grade A-E) which means that there is a clear path to your development and progression whilst at UMSU.

Our Organisational Values

Our values are really important to us and shape the work that we do every day. As part of our recruitment process, we want you to demonstrate how your experiences, behaviours and skills align with our values.

Our values are

- We put students at the heart of what we do
- We provide a 'great experience' service

- We believe in improvement and progression
- We are a community
- We are open and transparent
- We are inclusive

You can find more detailed explanations of our values on [our website](#).

Role Overview

This role will play a key part in the development and delivery of *Research Quest* – a gamified concept designed to reward students with points for completing surveys. By making survey participation more engaging and rewarding, this initiative directly supports the organisation’s aim to increase student engagement with feedback mechanisms, ensuring the student voice is central to the decision-making process at the University.

Sitting within the **Digital and Data Team**, this role contributes to the team’s wider mission of creating seamless, engaging digital experiences for students and staff. By building a user-focused system that makes giving feedback both fun and worthwhile, the role helps strengthen the credibility of the Students’ Union and provides a scalable model for encouraging participation across other projects. We have a Digital student developer in the team, and you would be working with them to build on the project. This work most closely aligns with our values of **transparency**, **putting students at the heart of what we do**, and **community building**. It ensures students see the tangible benefits of sharing their views, places their experience at the core of our digital approach, and fosters a sense of shared ownership in how the University evolves.

Key Result Areas

The overall aim and performance we expect to achieve would be for the complete development of Research Quest by end of September/October and maintenance until December 2025.

Responsible for	Contributor to
Frontend Development: Build and maintain user-facing interfaces for the Research Quest Hub, ensuring responsive design and usability.	Gamification System Implementation: Contribute ideas and code for gamification features enhancing user engagement.
Backend Development: Develop APIs, data models, and server-side logic for platform functionality.	Performance Monitoring & Optimization: Contribute to monitoring systems and performance tuning efforts.
System Integration: Implement integrations with SSO, survey platforms, and external reward systems.	Cross-Functional Collaboration: Collaborate with UX designers, researchers, and stakeholders for feature planning and delivery.
Security & Data Protection: Implement robust security measures and ensure GDPR compliance.	
CI/CD Pipeline Management: Set up and maintain automated build, test, and deployment processes.	
Database Design & Maintenance: Design and manage database schemas for user, study, and reward data using Airtable or similar.	

Organisational Stewardship & Leadership Responsibilities

- You'll assist in key Students' Union events & activities throughout the year including Welcome Week, elections and supporting the officers in delivering their plans.
- You'll perform duties in line with the Union policy & procedure framework.
- To contribute to maintaining communal areas and team stores

Person Specification

Criteria	Assessed at:			
	Application Form	Interview	Interview Task	All
Education				
We accept candidates from any educational background.				
Skills				
Full-stack development using JavaScript, HTML5, CSS3, and responsive design.				✓
Backend development skills with server-side frameworks such as Node.js/Express, Python/Django, or similar				✓
Ability to design and implement RESTful APIs				✓
Skilled in version control workflows (e.g. Git) and collaborative development practices.				✓
Experience integrating authentication systems and third-party APIs.				✓
Familiarity with cloud platforms such as AWS, Azure, or Google Cloud.				✓
Experience setting up CI/CD pipelines and application monitoring.				✓
Understanding of web security and data protection requirements				✓
Ability to design database schemas and manage data integrity				✓
Personal Attributes				
Strong problem-solving skills and logical thinking.				✓

High attention to detail and commitment to producing high-quality code.				✓
Excellent communication skills, both written and verbal.				✓
Enthusiastic about contributing to innovative, student-focused digital projects.				✓
Values & Behaviours				
Align with the SU's values and behaviours both personally and professionally				✓
Collaborative – great at working collaboratively with team members, seeks ways to ensure all voices are heard, works with colleagues to problem solve				✓

Our Recruitment Process

The way that we recruit is designed to be fair, transparent, and inclusive as well as being an enjoyable experience for everyone involved. You should expect to receive great communication and a warm, welcoming experience.

Every member of staff is recruited the same way, by submitting an application form and attending an interview. We use a recruitment platform called StaffSavvy where you'll submit your application and book interviews, if successful.

Our process allows you to show us your authentic self, gives you a platform to display your skills and knowledge in relaxed and welcoming setting. We'll never put you under any necessary pressure on you, ask you trick questions or interrogate you in an interview and we'll support you all the way through our process.

You can find more information about our recruitment process on [our website](#).