mary's meals

a simple solution to world hunger

Recruitment pack for:
Web & Applications Developer

Remote working from anywhere in the UK

Mary's Meals UK
December 2024

disability confident
COMMITTED

We're an Age-friendly Employer

happy to talk flexible working

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Recruitment pack contents

Thank you so much for your interest in joining the Mary's Meals family. As you consider making an application for the role of Web & Applications Developer with Mary's Meals UK, I hope you find this pack helpful, encouraging, and exciting.

In joining Mary's Meals UK, you would become part of a global movement of people who will simply not accept that any child should go hungry in this world of plenty. We are passionately driven by our simple belief that every child in the world deserves an education – and enough to eat.

From small beginnings feeding just 200 Malawian children in 2002, we are now reaching 2,429,182 children across 16 programme countries (including Malawi, Liberia, Zambia, Haiti, South Sudan, and Syria) with a nutritious daily meal in school.

This meal not only meets the immediate needs of the hungry child, but it attracts children to the classroom, where they can gain an all-important education. And we firmly believe that the children who are receiving Mary's Meals today can grow up – better nourished and better educated – to become the men and women who will lift their communities out of poverty and end their reliance on aid.

Welcome from our Executive Director

None of this would be possible without the incredible generosity of our supporters all over the world, who give freely of their time, money, skills, and prayer. In Malawi alone, we have 80,000 volunteers who rise early each day to serve Mary's Meals to children in their community.

And, across Mary's Meals' we have 'national affiliate' countries, in which we raise awareness and funds for our work (including the UK, USA, Austria, Germany, Ireland, Croatia and Canada), thousands of people amaze and inspire us every day with their 'little acts of love', spreading the word about Mary's Meals in their local communities and raising money to feed more children.

The UK, where we received the first-ever donations for our work, remains the country in which Mary's Meals raises the majority of its funds. And Mary's Meals UK, the organisation I am privileged to lead is responsible for continuing to tell our story across Scotland, England, Northern Ireland and Wales; engaging and inspiring more and more UK volunteers and donors; and driving forward the unrelenting growth of the Mary's Meals movement on these shores.

We do this while working very closely and collaboratively with our colleagues at Mary's Meals International, the organisation which co-ordinates the global movement and directly manages our school feeding programmes.

As the Web and Applications Developer for Mary's Meals UK, you will develop and maintain high-quality websites and applications tailored to local needs while aligning with global standards.

With more than 67 million children out of school around the world and a further 73 million attending school so hungry, they're unable to concentrate and learn, our work is only just beginning. Will you play a crucial part in shaping the future of Mary's Meals UK and, with it, the lives of so many people who both contribute to and benefit from this incredible work of love, joy, and hope?

I look forward to hearing *your* story.

Marie Doyle
Interim Executive Director, Mary's Meals UK

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• **Our vision** is that every child receives one daily meal in their place of education and that all those who have more than they need, share with those who lack even the most basic things.

• **Our mission** is to enable people to offer their money, goods, skills, time, or prayer, and through this involvement, provide the most effective help to those suffering the effects of extreme poverty in the world's poorest communities.

- **We have confidence in the innate goodness of people.**

- **We respect the dignity of every human being and family life.**

- **We believe in good stewardship of the resources entrusted to us.**

View Mary's Meals' full statement of values here: Statement of Values

About the Mary's Meals movement

Mary's Meals is a global movement that sets up school feeding projects in some of the world's poorest communities, where poverty and hunger prevent children from gaining an education.

Our idea is a simple one that works. We provide one daily meal in a place of learning in order to attract chronically poor children into the classroom, where they receive an education that can, in the future, be their ladder out of poverty.

The Mary's Meals campaign was born in 2002 when Magnus MacFarlane-Barrow, from Dalmally in Argyll, visited Malawi during a famine and met a mother dying from AIDS. When Magnus asked her eldest son Edward what his dreams were in life, he replied simply: "I want to have enough food to eat and to go to school one day."

That moment was a key part of the inspiration which led to the founding of Mary's Meals, which began by feeding just 200 children in Malawi in 2002. Today, 20 years later, we feed over 2.4 million hungry children every school day across four continents.

Where Mary's Meals is provided, there is a rise in school enrolment, attainment and attendance. Wherever possible, Mary's Meals uses locally grown food to support the local economy and help smallholder farmers.

We work extremely hard to keep our running costs low which means that it costs just £19.15 to feed a child with Mary's Meals for a whole school year. This is only possible because most of our work is done by an army of dedicated volunteers all over the world, who carry out lots of little acts of love on behalf of Mary's Meals.

Having been inspired, in part, by our founder's Catholic faith, this work is named in honour of Mary, the mother of Jesus, who brought up her own child in poverty. We consist of, respect and reach out to people of all faiths and none.

Counting on support from around the globe, Mary's Meals has registered national affiliate organisations, which raise awareness of our work around the world. Funds raised by affiliates, including from Mary's Meals UK, are passed to Mary's Meals International, the organisation which co-ordinates our movement and directly manages the delivery of our school feeding programmes.

The global Mary's Meals family

Mary's Meals Network

National Affiliates

Australia Independent Affiliate	**Austria** Independent Affiliate	**Bosnia-Herzegovina** Branch of MMI	**Canada** Independent Affiliate
Croatia Independent Affiliate	**Czech Republic** Independent Affiliate	**France** Independent Affiliate	**Germany** Independent Affiliate
Ireland Independent Affiliate	**Italy** Independent Affiliate	**Poland** Independent Affiliate	**Slovakia** International Fundraising Group
Spain Independent Affiliate	**Switzerland** Independent Affiliate	**United Kingdom** Independent Affiliate	**United States** Independent Affiliate

Mary's Meals International (MMI)

Programme Affiliates

Kenya Branch of MMI	**Liberia** Branch of MMI
Malawi Subsidiary of MMI	**Zambia** Subsidiary of MMI

Fundraising Groups

Belgium International Fundraising Group	**Netherlands** International Fundraising Group
Hungary International Fundraising Group	**Portugal** International Fundraising Group
Hong Kong International Fundraising Group	**Slovenia** International Fundraising Group

Programme Partners
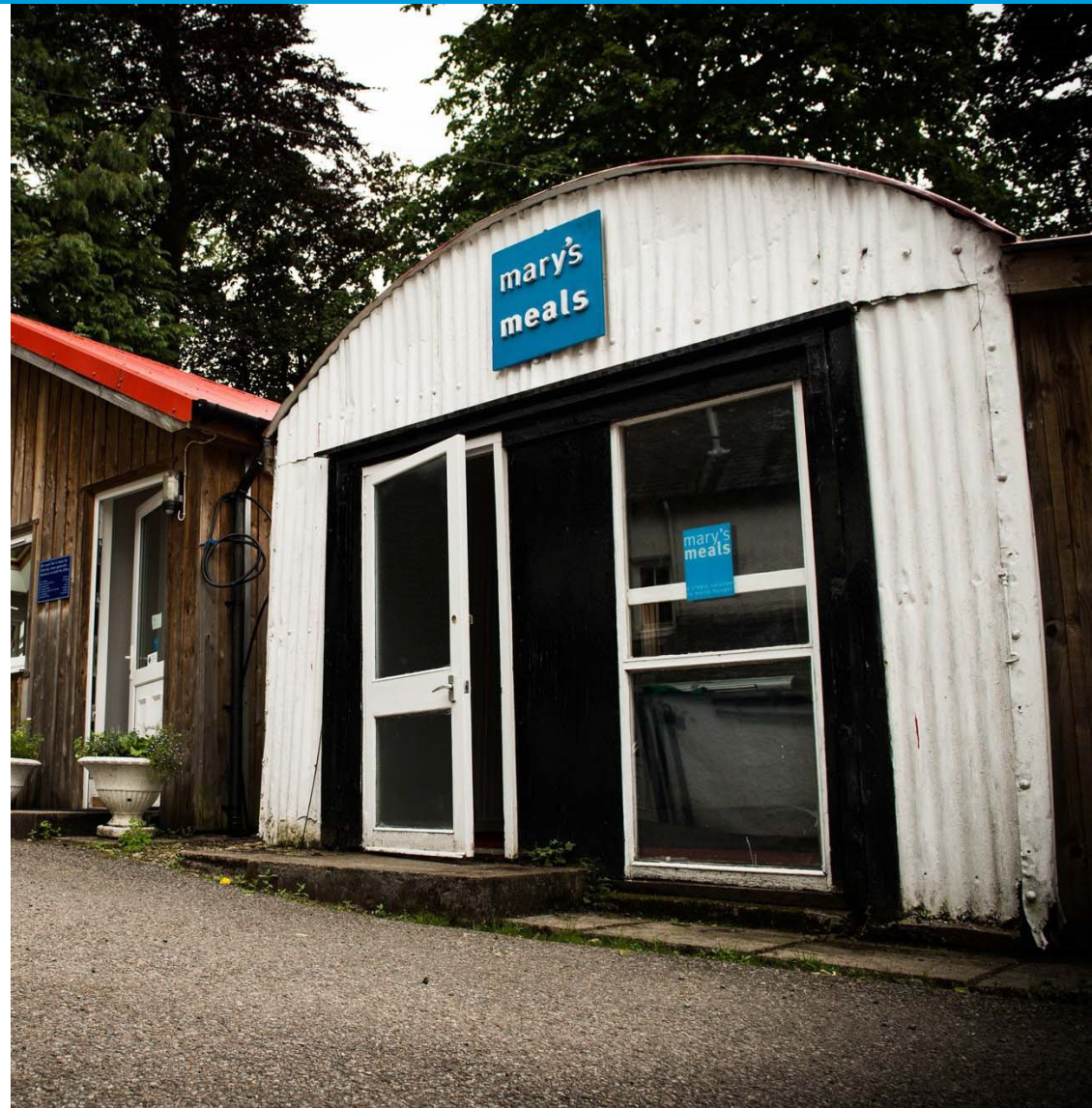
Benin Soeurs de Marie de la Médaille Miraculeuse	**Ecuador** Fundación Cristo Misionero Orante	**Ethiopia** Daughters of Charity, Tigray	**Haiti** BND, Caritas Hinche, Summits Education	**India** BREAD
Kenya Caritas Lodwar	**Lebanon** Dorcas	**Madagascar** Grandir Dignement, Feedback Madagascar, Money For Madagascar	**Malawi** Missionary Community of Saint Paul the Apostle	**Mozambique** Mozambique School Lunch Initiative
South Sudan Diocese of Rumbek, Mary Help Association	**Syria** Dorcas	**Yemen** Yemen Aid	**Zimbabwe** Mavambo Orphan Care, ORAP	

About Mary's Meals UK

Mary's Meals UK (or 'MMUK'), a charity registered in Scotland, is the oldest entity in the Mary's Meals family – the original organisation established as Scottish International Relief in the early 1990s, when our founder and global CEO, Magnus MacFarlane-Barrow, first became involved in international aid during the Bosnian Conflict.

Back then, Magnus was a simple salmon farmer who, along with his family, decided to do something to help those who were suffering because of the war.

They relied heavily on the generosity of local people in their village of Dalmally in Argyll, who relentlessly donated food, blankets and other items of aid, which were then stored in the family shed, before being driven out by Magnus to Bosnia-Herzegovina.

Though our largest office is now in Glasgow, that same shed – which continues to be filled, metaphorically at least, with the generosity of our supporters – still serves as the headquarters of Mary's Meals UK to this day.

In January 2015, to recognise the incredible growth of the Mary's Meals movement around the world and to facilitate future growth in new countries, another entity – Mary's Meals International (or 'MMI') – was formed.
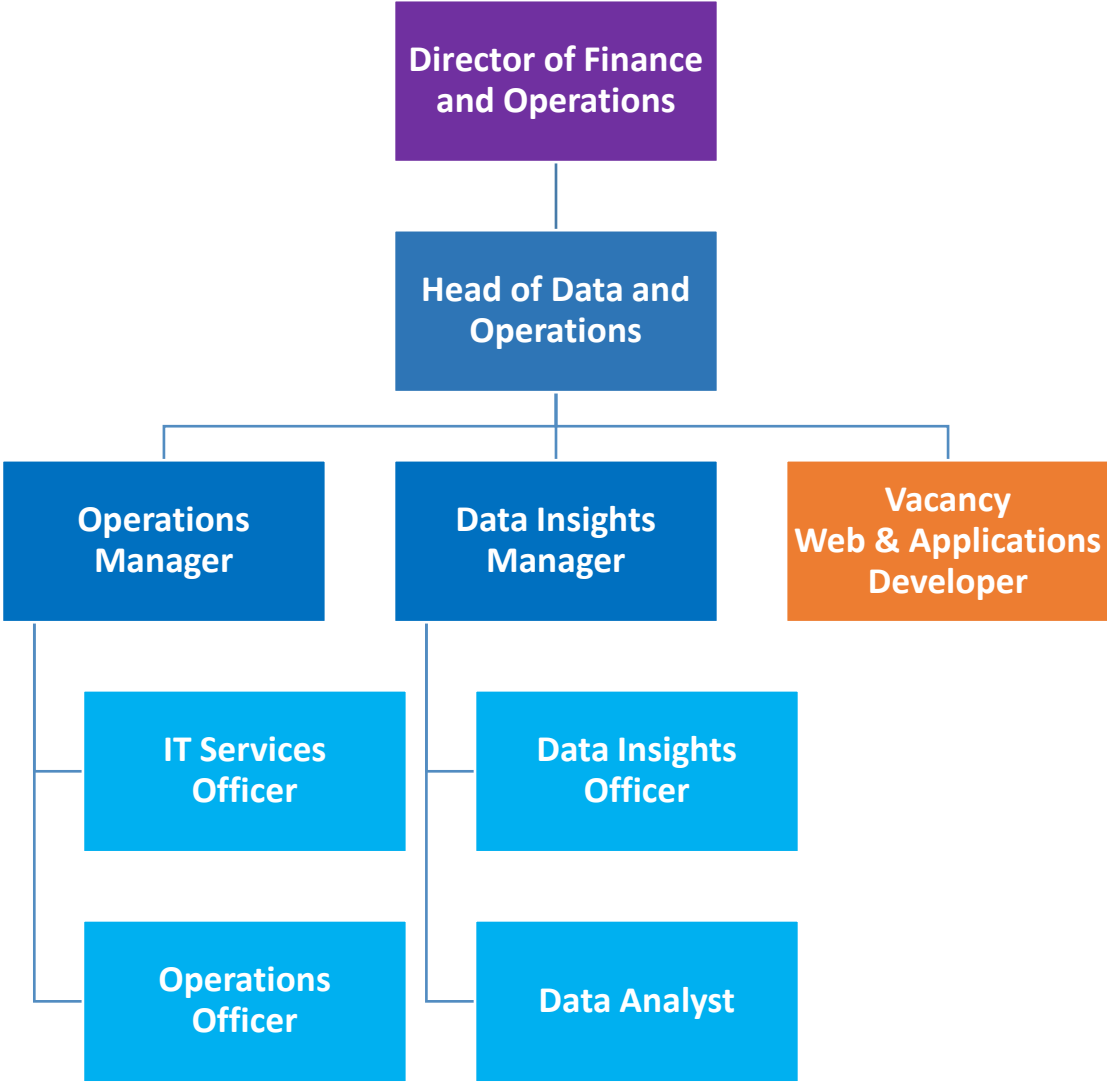
This new organisation assumed responsibility for directly delivering our programmes and for coordinating the growing number of Mary's Meals organisations around the world, aimed at either awareness-raising or programme delivery.

This structural change saw Mary's Meals UK become the global movement's largest fundraising organisation and enabled it to focus even more passionately on its mission to tell our story across Scotland, England, Northern Ireland and Wales, and empower more people to help us reach the next hungry child by offering their money, goods, skills, time or prayer.

Today, Mary's Meals UK raises awareness and funds under the direction of our Executive Director, and through the passion, commitment and dedication of our volunteers and staff, led by the Director of Communications, Co-leads for Supporter Engagement, Director of Finance and Operations and Head of People. The organisation currently has offices in Glasgow and London and offers staff a flexible working model.

Web & Applications Developer

Reports to:	Head of Data and Operations
Location:	Home working from anywhere in the UK
Salary:	c. £35,605 - £41,806 per annum plus London Weighting, where applicable
Benefits:	• Flexible working • 34 days' annual leave (including public holidays) • Non-contributory pension with employer contributions of 8%. • Volunteering and development days • Enhanced maternity and paternity leave • Employee Assistance programme • Life Assurance • Wellbeing support • Cycle to Work scheme
Key relationships	• Mary's Meals International • Data Insights team • MMUK staff • Extended Leadership team (ELT)

Operations team structure

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Role overview:

Collaborating with Mary's Meals International's Agile Scrum team, you'll create solutions that enhance user experience and support Mary's Meals UK's objectives.

Responsibilities include website development, application support, troubleshooting, and system configuration. Acting as the UK's technical lead in global projects, you'll ensure local priorities are addressed. You'll also drive best practices, contribute to testing and reporting strategies, and foster technical innovation to achieve impactful digital transformation.

Development and Maintenance

- Develop and maintain websites and IT applications tailored to Mary's Meals UK's and global requirements while adhering to international standards.

- Ensure high-quality configuration and optimisation of websites and applications.

- Collaborate with Mary's Meals International to align UK-specific projects with global initiatives.

Support and Problem-Solving

- Provide second-level support for websites and applications used by Mary's Meals UK and the global network, troubleshooting configuration and system issues.

- Assess the impact of technical issues and ensure timely resolution to minimise disruptions.

- Collaborate with testers and Product Owners to ensure accurate functional specifications and role designs for UK-specific solutions.

Collaboration and Stakeholder Engagement

- Act as Mary's Meals UK's technical lead in the international scrum team, ensuring local needs are represented in global projects.

- Work with Product Owners, communication teams, and stakeholders to define requirements and ensure successful project delivery.

- Participate in workshops to document and develop MMUK-specific and global requirements.

- Collaborate with functional owners of applications to ensure smooth implementation of system changes.

Best Practices and Innovation

- Adhere to and promote best practices across the software development lifecycle.

- Contribute to the implementation of test strategies, scenarios, and scripts for MMUK-specific and global projects.

- Identify and recommend innovative solutions to improve the digital and IT capabilities of MMUK and the wider global network.

Self and Development

- Identify opportunities for own development including keeping knowledge up to date.

- Lead by example and communicate effectively and accept personal responsibility.

- Actively participate in Mary's Meals 1-2-1s, team meetings, monthly gathering, all staff days, and operations away days.

- Strong organisational, planning and project management skills.

- Ability to influence and negotiate on behalf of Mary's Meals UK.

Essential:

- Experience with backend development using languages such as Python, PHP, or .NET.

- Experience with Jira and Git/GitHub.

- Proficiency in web development technologies, including HTML, CSS, JavaScript, and frameworks such as React, Angular, or Vue.js.

- Proven experience in developing and maintaining websites and web applications.

- Familiarity with CMS platforms (e.g., WordPress, Drupal, or similar).

- Strong understanding of Agile Scrum development methodologies.

- Experience working in a collaborative, cross-functional, or international team environment.

- Strong communication skills, with the ability to liaise effectively with non-technical stakeholders.

- Excellent problem-solving skills and ability to balance multiple priorities.

Desirable:

- Experience working in the charity or nonprofit sector.

- Knowledge of cloud platforms (e.g., AWS, Azure, or Google Cloud).

- Familiarity with ITIL practices for application support and incident management.

- Awareness of GDPR and other data protection regulations.

- Exposure to DevOps and CI/CD pipelines.

Mary's Meals UK manager competencies

Managers at Mary's Meals UK approach their role in line with our 7S competency model:

1. Self

- I build and demonstrate resilience
- I lead by example
- I'm authentic and true to Mary's Meals values
- I develop myself and set stretching goals

2. Service

- I have a vocational attitude to my work
- I inspire hope in others
- I build belief that even difficult challenges can be solved
- I am committed to serving and enabling all who want to be part of the global movement
- I work to ensure our future will be even better than our past

3. Simplicity

- I communicate effectively
- I follow clear decision-making criteria
- I create plans that are easy to follow and contribute to organisational goals
- I embrace inclusivity and diversity
- I focus on delivering results

4. Stewardship

- I pay attention to the things that matter most; (a) our physical resources; (b) our people
- I nurture, develop and respect our relationships with external stakeholders
- I deliver on my promises
- I am happy to be held accountable and to hold others to account

5. Strategy

- I have a point of view about the future
- I know our stakeholders and see our priorities clearly
- I help others to work in ways that have the greatest impact
- I develop strategy and translate it into action

6. Strengthen

- I create a positive work environment
- I increase the capabilities of my team
- I help people manage their careers
- I find and develop next-generation talent

7. Success

- I ensure my team is technically competent and developing
- I build high performing teams
- I ensure accountability
- I am a catalyst for change

Recruitment process information

How to apply for this role:

To apply for the role of Web & Applications Developer based at Mary's Meals UK, please send a tailored CV and covering letter **or** 2–3-minute video to: **Jobs@marysmeals.org**

Your covering letter or video should make a compelling case for why you feel motivated to apply for this role within Mary's Meals UK, as well as giving a concise overview of your most relevant skills and experience, and should fill no more than two pages of A4.

Applicants must hold full right to work in the UK.

We welcome applications from candidates of all different backgrounds and identities to apply. We are committed to building an inclusive and diverse charity providing a supportive place for you to do the best and most rewarding work of your career.

Recruitment timescales:

Closing date for applications is Wednesday 15th January at 5pm.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

Please note: If you have any special requirements or adjustments before an interview, please let us know.

"Together, let's set out on this journey; one step at a time, one meal at a time, one child at a time."
– Magnus MacFarlane-Barrow, Mary's Meals founder