

Senior Full Stack Developer

Salary: £45,264 - £49,143 per annum (Grade 10)

Contract type: Full-time (36.5 hours per week), Permanent

Are you a passionate and experienced full-stack developer looking for an exciting new challenge? Do you want to work on high-profile projects that will shape the future of digital resources? If so, we want you!

We are looking for a talented Senior Full-Stack Developer to join our team and help us create cutting-edge frameworks and systems. You will be an expert in development technologies, always learning about the latest trends and how we can use them to create commercial content. You will also work closely with the Product Development Manager and Innovation Lead to make sure our five-year roadmap is achievable.

If you are a creative problem-solver with a passion for innovation, we encourage you to apply.

Benefits

At WJEC, we pride in being an inclusive and supportive place to work. We also offer a range of excellent benefits including: 25 days annual leave per year (in addition to 16 statutory / additional holidays) adjusted for part-time/compressed working patterns, free Welsh lessons, a generous pension scheme and numerous family friendly policies. A career with WJEC can be extremely rewarding and you will be encouraged throughout with great opportunities to develop your professional and personal skills.

WJEC operates a hybrid working model, enabling the successful candidate to split their time between WJEC offices and working at home, subject to business need. As such, applications are invited from individuals across the UK but please note that regular working from our Cardiff offices will be required and whilst flexibility can be discussed, this team currently attend the office, on average, one day a week. Welsh language skills are not essential but the willingness to learn is always valued.

If you would like to know more about this role, or about working at WJEC, please do not hesitate to contact our HR team (HR@wjec.co.uk), who will be more than happy to help.

Please visit [our website](#) to download a copy of the job description and application form.

Closing date: 12:00, Wednesday 07 January 2026

Interviews are expected to take place in the week commencing 12 January 2026.

JOB DESCRIPTION

Job Title:	Senior Full Stack Developer
Department:	Digital Resources
Section:	Educational Resources
Responsible to:	Product Development Manager
Grade:	10
Location:	Western Avenue, Cardiff
Main purpose of Job:	

- To create cutting edge frameworks and systems that support the creation of our digital resources.
- To be an expert in development technologies keeping abreast of technological changes and how we can harness new tools to create commercial content.
- To work closely with the Product Development Manager and Innovation Lead to ensure that our five-year roadmap is achievable.
- Work with the Product Development Manager and other Senior Developers to challenge and improve processes and increase productivity year on year.
- To take the lead in coding standards and specifications and share good practice ensuring that the skill set of the team is fit for purpose.
- To lead on all back-end development.
- To be an expert in React development.

Principal Duties and Responsibilities:

Innovation

- To research and develop new content and tools.
- To be proactive in researching emerging technologies and how their application can support, develop and enhance good classroom practice within a range of settings, covering ages 16 - 19 and to push the boundaries of these technologies for the production of the most innovative resources possible.
- To recommend work processes and technologies to be utilised across the team assigned to individual Digital Learning Packages.
To support the lead developer – innovation in producing and monitoring coding standards and report progress to the Product Development Manager.
- To support the Innovation Lead in developing and maintaining a code library and other reusable components.
To work closely with other agencies and organisations involved in the creation of learning materials.
- To work closely with colleagues in IT to ensure consistent working practices across teams
- To encourage an iterative approach to the work of the team

Project Management

- To manage the development of new tools and content to set deadlines and quality criteria, ensuring that the reputation of WJEC is enhanced.
- To work with relevant internal and external stakeholder to determine development requirements
- To ensure appropriate Project Management documentation is provided and maintained.
- To develop and utilise tracking mechanisms and project management tools through Agile product developments to ensure that deadlines are met, and that any problems are recognised well in advance and reported to the Product Development Manager.
- To contribute and support the Innovation Lead on a lessons learned exercise at the close of projects within your team.

Other

- To understand and comply with all WJEC policies and procedures detailed in the Staff Handbook; in particular, ensuring you understand your role and responsibilities in relation to Safeguarding, Information Security, GDPR, Confidentiality, Welsh language and Health, Safety and Environment.
- Participate actively in supporting the principles and practice of equality of opportunity as laid down in WJEC's Equality & Diversity Policy, embedding ED&I into all projects, policies and practices.
- To be a pro-active team-member, contributing positively to meetings and projects in support of WJEC aims and objectives.
- To engage in personal and professional development activities relevant to the role.
- To undertake other duties, as required, which are commensurate with the grade of the post.

Person Specification	
Job Title:	Senior Full Stack Developer
Department:	Educational Resources
Highly Desirable criteria are the optimum skills and experience the applicant will ideally have. Desirable criteria are those which would add value to the job if present, and also include potential for growth and development into the role.	
Skills and Abilities	
Highly desirable	
<ul style="list-style-type: none"> • Supervisory skills • Ability to work with attention to detail and accuracy • Self-driven and pro-active, with the ability to independently manage and organise your own and others' busy workload to meet multiple and conflicting deadlines. • A creative problem solver, comfortable using initiative and flexibility to resolve novel or complex problems in work. • Able to collaborate on projects with others in the team • Able to complete a project from start to finish independently as well as part of a team • Clear communicator with excellent people skills 	
Desirable	
<ul style="list-style-type: none"> • Ability to communicate through the medium of Welsh or willingness to learn 	
Knowledge	
Highly desirable	
<ul style="list-style-type: none"> • In-depth knowledge of one of the more of the following: <ul style="list-style-type: none"> ○ Basic technologies; HTML5, CSS3 and JavaScript (typeScript). ○ Front-end frameworks; REACT.js, Angular.js, etc. ○ Back-end languages; Node.js etc. ○ Databases in support of web content architecture; SQL, NoSQL etc. ○ Creating content platforms for mobile, tablet and desktop ○ The latest features and development for cross platform applications, resource optimisation techniques and social network integration (e.g. Facebook, Twitter) • A strong understanding of the education market and the benefits digital resources can offer • Ability to lead as the team expert in new technologies, platforms and services 	
Desirable	
<ul style="list-style-type: none"> • Demonstrable knowledge of current techniques and practices in digital development 	
Experience	
Highly desirable	
<ul style="list-style-type: none"> • Previous experience working in a similar role • Extensive experience of resource development • Staff supervision experience, ideally managing teams and projects both face to face and remotely • Extensive experience in the successful delivery of Digital Learning Platforms • Experience in training others in digital procedures 	
Desirable	
<ul style="list-style-type: none"> • Mentoring experience or willingness to undergo training 	
Training / Qualifications	
Highly desirable	
<ul style="list-style-type: none"> • Educated to Degree or equivalent in digital technologies. 	
Desirable	
<ul style="list-style-type: none"> • Training or Qualification in Project Management 	
Other	
<ul style="list-style-type: none"> • Flexible in approach and willing to learn new things 	

Telerau ac Amodau Gwasanaeth / Terms and Conditions of Service

Teitl y Swydd / <i>Job Title:</i>	Uwch Ddatblygwr Stac Cyflawn / <i>Senior Full Stack Developer</i>		
Cyflog / <i>Salary:</i>	£45,264 - £49,143 y flwyddyn (pro-rata lle y bo'n gymwys / <i>£45,264 - £49,143 per annum (pro-rata where relevant)</i>	Gradd / <i>Grade:</i>	10
Gwyliau Blynnyddol / <i>Annual Leave:</i>	25 diwrnod (182.5 awr) y flwyddyn. Mae CBAC hefyd yn darparu 16 diwrnod (116.8 awr) i gyfrif am Wyliau Cyhoeddus a chyfnodau Cau CBAC (gwyliau ychwanegol). Mae'r lwfansau hyn yn cael eu haddasu ar gyfer staff sy'n gweithio'n rhan-amser neu batrymau gweithio cywasgedig. <i>25 days (182.5 hours) per annum. WJEC also provides 16 days (116.8 hours) to account for Bank Holidays and WJEC Closure periods (Additional leave). These allowances are adjusted for staff who work part-time or compressed working patterns.</i>		
Pensiwn / <i>Pension:</i>	Mae gofynion y Cynllun Pensiwn Llywodraeth Leol yn berthnasol. <i>The provision of the Local Government Pension Scheme (LGPS) applies.</i>		
Math o Gytundeb / Contract Type:			
Oriau Gwaith / Working Hours:		Hyd y Contract / Length of Contract:	
<input checked="" type="checkbox"/> Llawm-amser / Full-time		<input checked="" type="checkbox"/> Parhaol / Permanent	
<input type="checkbox"/> Rhan-amser / Part-time Nifer yr oriau yr wythnos / <i>No. of hrs per week:</i> 36.5		<input type="checkbox"/> Tymor penodol / Fixed-term Dyddiad gorffen arfaethedig / <i>Planned end date:</i> Rheswm dros y cyfnod penodol / <i>Reason for fixed-term:</i>	
Arall / Other:			
Cyfnodau prysur llwyth gwaith / <i>Workload Peaks:</i>		Amh / <i>N/A</i>	
Dull Ymgeisio / Method of Application:			
<p>Dylid anfon ffurflenni wedi'u llenwi ar e-bost at AD@cbac.co.uk erbyn 12:00, dydd Mercher 07 Ionawr 2026. Disgwylir cynnal cyfweiliadau yn ystod yr wythnos yn dechrau 12 Ionawr 2026.</p> <p>Completed forms should be sent by email to HR@wjec.co.uk by 12:00, Wednesday 07 January 2026. Interviews are expected to take place in the week commencing 12 January 2026.</p>			