

2511-05 Digital Developer (Educational Resources)

Salary: £35,403 – £38,745 per annum (Grade 7)

Contract type: 2x Full-time (36.5 hours per week),
Fixed-term until 28 February 2027

The challenge

At WJEC, we contribute to our education communities by providing trusted qualifications and specialist support, to allow our learners the opportunity to reach their full potential. This is a fantastic chance to be part of an organisation that both encourages and enhances the minds of tomorrow.

The role

As a Digital Developer you will collaborate with others across the organisation to generate innovative, age-appropriate, fit-for-purpose educational resource platforms and tools to support teachers and students alike. You'll join an innovative team and work on several projects across the organisation, bringing fresh ideas, whilst enhancing your skills in established technologies and methodologies. Personal development through sharing knowledge is core to our team ethos and you'll be encouraged to continue CPD and enhance your skillsets throughout your time with us. There is also an opportunity to contribute to the development and implementation of AI tools and features, supporting innovation in resource creation and delivery.

About you

We're keen to hear from developers who have a good understanding of HTML, CSS, JavaScript, TypeScript, React.js, Node.js, Git, and AWS. Applicants should be skilled in front-end and back-end full-stack technologies with an interest in digital education resources. They'll be comfortable multi-tasking and managing their own workload alongside working in environments which require a high attention to detail. The right candidate will enjoy collaborating with others and using self-directed learning to find solutions complex or novel technical problems. Ideally, applicants should be available to start on or soon after 1st March 2026.

Benefits

At WJEC, we are proud to be a flexible and inclusive place to work. We offer a range of excellent benefits including: 25 days annual leave together with 16 days statutory and additional holidays (adjusted for part-time and compressed working patterns), free Welsh language courses, a generous pension scheme and numerous family friendly policies.

We operate 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 – whilst flexibility can be discussed, this team currently attend the office, on average, once per week.

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.

Closing date: 23:59, Sunday 01 February 2026

Interviews are expected to take place in the week commencing 09 February 2026

JOB DESCRIPTION

Job Title:	Digital Developer
Department:	Digital and Transformation
Section:	Educational Resources
Responsible to:	Lead Developer - Digital
Grade:	7
Location:	Western Avenue
Main Purpose of Job:	

As a Digital Developer you create innovative, age-appropriate, fit-for-purpose resource tools to support the needs of both the WJEC and Eduqas specifications. Working as part of an innovative team you will contribute to several projects across the organisation, bringing fresh ideas, whilst enhancing your skills in tried and tested technologies and methodologies.

You will support Lead Developers in following defined working processes so that workflow is streamlined and productivity is enhanced, collaborating effectively to produce digital resource tools in a timely manner.

You may also contribute to the exciting development and implementation of AI tools and features under the guidance of the AI Engineer, supporting innovation in resource creation and delivery.

Principal Duties and Responsibilities:

Educational Resources Development

- Work with other stakeholders in the creation of learning resource platforms from concept to delivery and deployment.

Artificial Intelligence

- Assist in integrating AI features into existing or new digital products, ensuring usability, accessibility, and alignment with educational objectives.
- Stay informed of emerging AI technologies relevant to digital education, sharing insights with the wider development team.

Collaboration

- Working collaboratively with the Lead developers and wider development team
- Working collaboratively as part of a team to understand existing code bases and develop code that is tested, readable, well-documented, scalable and built with a view to industry best practices (code standards).
- Actively participate in sprint meetings and contribute to the creation and refinement of sprint artifacts in alignment with Agile principles and team objectives.
- Establishing effective communication channels with users throughout the design and implementation process, relaying complex technical concepts in a clear and concise manner.

- Share knowledge and experience across the team.

Project Management

- With support of the Lead Developers work on a range of digital projects and work packages, ensuring deadlines and service level agreements are met; independently prioritising workloads in line with business requirements.
- Provide regular updates on project progress to the project lead, ensuring that project deadlines are completed within the appropriate timeframes and risk tolerances are set.

Personal Development

- Follow continuous improvement and refinement processes to acquire additional skills and tools, undertaking relevant industry qualifications (where applicable), such as AWS Certification, ensuring that continued personal development remains at the forefront of the role.
- Keep up-to-date with the latest industry standards to ensure WJEC stays at the forefront of digital education.
- Be aware of the latest advancements in cross-platform development and how their application can support, develop, and enhance good classroom practice.

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:	Digital Developer
Department:	Digital and Transformation – Educational Resources
Highly Desirable criteria are the optimum skills and experience the applicant will ideally have, but it is not expected that candidates will meet all of them. 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

Essential

- Demonstrable skills in the following core front-end and back-end full-stack technologies or directly comparable alternatives:
 - HTML
 - JavaScript
 - TypeScript
 - REACT
 - Node.js
 - Git
 - AWS cloud services (e.g., EC2, S3, Lambda, API Gateway) or other major cloud providers (e.g., Azure, GCP)

Highly desirable

- An ability to work with development tools and systems under guidance, applying them effectively in digital development workflows.
- Excellent diagnostic and problem-solving skills, seeking creative but workable solutions to complex problems.
- Ability to work collaboratively on projects and build good working-relationships with a range of stakeholders.
- Great communication skills with the ability to convey complex technical terms in a clear and succinct manner to a wide variety of audience.
- Flexible and organised approach to work and an ability to independently plan and organise work so that deadlines are met.

Desirable

- Logical thinker and quick learner with an ability to grasp new concepts/systems quickly.
- Ability to apply a high level of accuracy and attention to detail to their work.
- Ability to communicate through the medium of Welsh or willingness to learn.

Knowledge

Highly desirable

- Knowledge of front-end and/or back-end frameworks and technologies such as:
 - Express.js (or similar Node.js frameworks) Angular or Vue.js (similar modern front-end frameworks)
 - Angular or Vue.js (similar modern front-end frameworks)
 - Python (e.g., Django, Flask) or other common backend language/frameworks (e.g., Java/Spring, C#/.NET)
- Understanding of web usability standards, accessibility guidelines and cross-browser development.
- In-depth knowledge of designing mobile, tablet and desktop applications with an understanding of the latest features and development for cross platform applications.

Desirable

- Knowledge and experience of ICT developments and their implications for curriculum development
- Knowledge of producing content for print.
- Awareness of current trends in artificial intelligence and machine learning.

Experience

Highly desirable

- Proven experience of two or more of the following technologies in the creation of products and services:
 - HTML5 and CSS3
 - GIT distributed version control systems
 - Graphic design skills to create templates and mock-ups
- Experience or willingness to learn about developing and testing AI tools or integrating AI-driven features within digital products.

Desirable

- Experience in the creation of digital learning products.
- Experience of working with API or data-driven systems that use AI or automation.

Training / Qualifications

Highly desirable

- Educated to Higher National Certificate level (level-4) in a relevant subject, or equivalent professional experience

Desirable

- Relevant degree or equivalent professional experience

Other

Desirable

- Demonstrable interest in UX/UI design
- A passion for continuing professional development and enhancing development knowledge.

Telerau ac Amodau Gwasanaeth / Terms and Conditions of Service			
Teitl y Swydd / Job Title:		Datblygwr Digidol / Digital Developer	
Cyflog / Salary:	£35,403 - £38,745 y flwyddyn (pro-rata lle y bo'n gymwys) / £35,403 - £38,745 per annum (pro-rata where relevant)	Gradd / Grade:	7
Gwyliau Blynnyddol / Annual Leave:	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. 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.		
Pensiwn / Pension:	Mae gofynion y Cynllun Pensiwn Llywodraeth Leol yn berthnasol. The provision of the Local Government Pension Scheme (LGPS) applies.		
Math o Gytundeb / Contract Type:			
Oriau Gwaith / Working Hours:		Hyd y Contract / Length of Contract:	
<input checked="" type="checkbox"/> Llawn-amser / Full-time		<input type="checkbox"/> Parhaol / Permanent	
<input type="checkbox"/> Rhan-amser / Part-time		<input checked="" type="checkbox"/> Tymor penodol / Fixed-term	
Nifer yr oriau'r wythnos / No. of hrs per week: 36.5		Dyddiad gorffen arfaethedig / Planned end date: 12 mis / 12 months	
		Rheswm dros y cyfnod penodol / Reason for fixed-term: Gwaith project / Project Work	
Arall / Other:			
Cyfnodau prysur llwyth gwaith / Workload Peaks:		Amh / N/A	
Dull Ymgeisio / Method of Application:			
Dylid anfon ffurflenni wedi'u llenwi dros e-bost at AD@cbac.co.uk erbyn 23:59, dydd Sul 01 Chwefror 2026. Disgwylir cynnal cyfweiliadau yn ystod yr wythnos yn dechrau 09 Chwefror 2026.			
Completed forms should be sent by email to HR@wjec.co.uk by 23:59, Sunday 01 February 2026. Interviews are expected to take place in the week commencing 09 February 2026.			