



# Job Description

<b>Job title</b>	<b>Salesforce Developer</b>
<b>Reporting to</b>	Salesforce Project Manager
<b>Staff responsibility</b>	None
<b>Location</b>	Swindon/Hybrid

## What we do

Around the world, we're translating, producing and distributing the Bible, helping people learn to read it and relate it to their everyday life, and equipping pastors, teachers and other Bible communicators to promote its message. In England and Wales, we're resourcing churches and individual believers to increase their confidence in the Bible and working to change the perception of the Bible in wider culture. We believe the Bible is God's gift to the world, and we want everyone to discover its message for them.

## Summary of role

Bible Society implemented Salesforce (with Non-Profit Success Pack) with a successful roll-out in March 2023. Bible Society is now seeking to extend the scope of the CRM beyond the initial teams using Salesforce and integrate it into other Bible Society systems and processes.

Working as part of the wider Technology department, the Salesforce Developer role will report to the Salesforce Project Manager, working closely with our Technical Solutions Specialist. The role will be working with the Technical Solutions Specialist to further develop our Salesforce environment and related systems to support more of Bible Society's CRM needs, including developing critical integration projects to help further embed Salesforce across Bible Society, and positioning Salesforce as the source of truth for our organisational customer data.

The successful candidate will be required to work with business stakeholders to understand user needs and develop suitable solutions that fit with Bible Society's technical strategy and Salesforce implementation.

The role requires working with Bible Society's IT team to integrate CRM solutions with Bible Society's IT infrastructure and security configuration, to maintain data security and data protection best practice.

Bible Society's Salesforce implementation includes third-party products from FinDock, Asperato, Plauti, Vonage, etc.

## Main responsibilities

- Effectively analyse business requirements, translating those requirements into customised solutions and improving business efficiency with all development delivered
- Implement the new solutions and ensure they function as required on the Salesforce platform. Ensure all aspects of Salesforce CRM development – including custom objects, flows, lightning web components and apex classes – are operating well
- Develop and test Apex classes, as required
- Develop and test Apex unit tests, as necessary
- Develop Lightning Web components, as required
- Deal with and resolve assigned issues quickly and efficiently

- Implement third-party Salesforce solutions (e.g. document generation, scanning solutions, etc)
- Understand and work with principles and best practice of Data Protection
- Understand and work with principles of DevOps and Salesforce build cycle
- Assist the database team with SOQL queries in Salesforce, helping to resolve any issues quickly
- Develop and test new functionality, changes, updates and faults in the Salesforce environment and related systems. Resolve any issues quickly and efficiently
- Work with external APIs and develop solutions to integrate systems
- Provide technical input in discussions with management and stakeholders
- Work collaboratively with the Salesforce Technical Solutions Specialist to develop best practice, streamline throughput, and ensure consistent high-quality output
- Strive towards coding best practices and data quality
- Contribute to and maintain effective technical documentation
- Maintain effective client relations and rapport, delivering timely and relevant information with the ability to quickly identify and report project risks

### **General**

- Adhere to our policies and standards in all areas of your work
- Carry out ad hoc duties that may be required to ensure we maintain our effectiveness
- Participate fully in the corporate life of Bible Society, by attending All Staff Meetings and departmental meetings as required

## **Who we need**

### **Qualifications**

- Current Salesforce Administrator certification

### **Required experience**

- Significant experience of:
  - developing Apex code including unit tests
  - developing LWC
- Hands-on experience of working with Salesforce NPSP
- Proven experience of integrating third-party apps with Salesforce
- Experience of working collaboratively at all levels

### **Desirable experience**

- Experience of administrating Salesforce NPSP
- Experience with SOQL
- Certified Salesforce Administrator or Developer
- Experience of FinDock
- Experience of Plauti
- Experience of Salesforce document generation or scanning software

- Experience of working with APIs
- Familiarity with Salesforce Devops Centre
- Experience of Windows PowerShell scripts
- Experience of MVC, .NET, C# development
- Experience and expertise with Git

### **Skills**

- Ability to multitask effectively and efficiently
- Ability to work in a fast-paced environment and manage priorities in a calm manner
- Strong communicator with strong interpersonal skills
- Strong problem-solving skills
- Ability to work collaboratively with others

### **Personal attributes**

- Copes well under pressure
- Able to work to demanding deadlines
- Able to work under their own initiative

## **Culture and character**

### **Culture**

We're committed to building on our unique culture, which is based on our Christian faith and seeks to bring out the best in our people.

We want to build a culture that demonstrates our values:

**Prayerful** – we're honest, attentive and humble, because we work in the sight of God

**Imaginative** – we're experimental, creative and dynamic, because we're made in the Creator's image

**Bold** – we're willing to work hard and face hard questions, because we trust each other

**Skilful** – we study, learn and practise, making the effort to serve others with our best

**Joyful** – we enjoy our work and seek to build others up, because we're designed to flourish together

### **Character**

As well as recruiting for talent, experience and expertise, we're interested in the character of our staff. We'd like to know how you demonstrate the following:

**Character for leadership** – you'll be self-aware and know what it takes to connect well with others, enabling you to inspire, challenge and support them.

**Character for teamwork** – you'll have strong interpersonal skills, loyalty to and respect for colleagues, and a collaborative style of solving problems through a shared sense of common mission and purpose.

**Character for followership** – you'll be committed to our vision and mission and will constructively and proactively support these so we operate effectively.

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