Civic Web Developer – Ruby & Ember

SALARY: Depends on Qualifications

OPENING DATE: 01/22/16

CLOSING DATE: Continuous

DESCRIPTION:

The Metropolitan Area Planning Council seeks a Civic Web Developer to join a growing team of planners and programmers working at the intersection of digital technology and regional planning. MAPC's Data Services Department, with a long history of using the web to facilitate data access and informed decision making, is actively expanding these efforts through formation of a new Digital Services group within the department charged with finding new and effective ways to use digital tools to advance equity and sustainability in Greater Boston. We have also been selected to join the Civic Technology and Data Collaborative, a multi-year philanthropic effort in six regions to strengthen the civic tech community and speed the delivery of new civic tech applications.

To achieve these goals, we are seeking a Civic Web Developer to take a leading role in the development of public sector web applications related to regional planning, municipal operations, and civic engagement. In the near term, the focus will be on a new suite of tools to support the City of Boston's summer youth jobs program application, job matching, and applicant communications processes. Over time, new opportunities will arise to create custom applications intended to foster a more equitable society with more effective governance. If selected for the position, you will work closely with our product team in a collaborative, respectful environment, iterating on inclusive, human-centered product design and development processes. While writing code will comprise the majority of your responsibilities, you will be involved in all aspects of the product delivery cycle, including product scoping and design. Working with the Data Services Department, you will develop valuable relationships with our many partners in the local civic technology community. You will also have opportunities to learn and develop your skills in software development, human-centered product design, delivery, and deployment. Depending on your experience, it may be possible to assume a mentorship role, supporting the growth of other developers on the team.

About MAPC

MAPC is the Regional Planning Agency (RPA) serving the people who live and work in

metropolitan Boston. Our mission is to promote smart growth and regional collaboration. We are guided by MetroFuture: Making a Greater Boston Region, our regional policy plan for a more sustainable and equitable future, which was adopted in 2008. We work toward sound municipal management, sustainable land use, protection of natural resources, efficient and affordable transportation, a diverse housing stock, public safety, economic development, an informed public, and equity and opportunity among people of all backgrounds.

We aim for a sustainable approach, because civic technology needs to provide long-lasting, stable public services. We think the best path to our long-term success is by taking care of ourselves, our families, the citizens we serve, and our fellow team members and colleagues. MAPC's staff includes approximately 75 full-time employees located in downtown Boston in a transit-accessible and bike-friendly office. For more information about MAPC and *MetroFuture*, visit www.mapc.org/about-mapc and www.mapc.org/metrofuture.

About the Data Services Department

The Data Services Department is a team of 10+ planners, analysts, researchers, programmers, and IT professionals dedicated to using data and technology to support informed decision-making. We provide mapping and analytical services to support MAPC's local and regional planning activities, develop new datasets, conduct independent research, prepare population and land use forecasts, and serve as a resource for municipalities, state agencies, and community organizations.

Over the past ten years, Data Services has developed a robust program related to the development of websites and custom web applications for the collection and dissemination of data and information. We now manage a diverse family of targeted applications and data portals led by our flagship site the MetroBoston DataCommon. The growing importance of this work led us to create a Digital Services group dedicated to strategically expanding and improving our practice in a financially and technically sustainable way.

This position will offer you many opportunities to build relationships with numerous civic technology partners throughout Metro Boston and across the country, and to build new connections and cultivate new partnerships. You will also have professional development opportunities, including the chance to gain significant facilitation and leadership skills.

Our team highly values co-creation and facilitation. Instead of imposing vision from the top down, we work together to establish and maintain the vision for a project. We trust each other to do high-quality work, and acknowledge that we have lives outside of the office.

EXAMPLES OF DUTIES:
- Lead the development of production-ready, data-driven, server-side web applications and APIs.
- Deploy applications to Platform- or Infrastructure-as-a-service and establish monitors to ensure consistent uptime.
- Integrate web services with each other and with in-house applications.
- Work with a product team to ensure digital services meet the needs of internal and external stakeholders and end users.
- Work with a multidisciplinary team to design and implement clear, accessible (A11Y) user

interfaces for web applications using HTML, CSS, and occasionally JavaScript.
- Understand current and emerging web technologies and trends, and assess them for relevance to MAPC's digital services.
- Build relationships with relevant technology networks, consultants, and civic technology partners.
- Represent MAPC projects weekly at Code for Boston and related events in the civic technology community.
- Assist staff and partners in improving their software development skills through pair programming and other capacity-building activities.

TYPICAL QUALIFICATIONS:
- Bachelor's degree in computer science, technology, design, engineering, or related field strongly preferred.
- Proficient in Ruby and Ruby on Rails, and object-oriented software design.
- Experience in Ember JS strongly preferred.
- Demonstrated experience in writing clear, maintainable, sustainable, and production-ready code.
- A minimum, two (2) years' experience in web or software development.
- Proficient in open-source version control, preferably using Git and GitHub.
- Demonstrated experience in Test-Driven Development or Behavior-Driven Development.
- Experience solving problems related to:

  1. Translating business requirements into features
  2. API design and resource representation
  3. Communications or social integrations, such as email, text messaging, or social media

- Comfortable writing semantic markup (HTML), and enough CSS to lay out a page.
- Demonstrated strategic and analytical capabilities, capacity for innovation, self-motivation, self-learning and goal-orientation.
- Excellent written and oral communications skills and technical documentation.
- Experience performing, configuring, monitoring, and troubleshooting deployments on Platforms as a Service or Infrastructure as a Service. *Examples: Heroku, OpenShift, DigitalOcean, AWS*.

SUPPLEMENTAL INFORMATION:
This is a full time position. The starting salary ranges from $65,000 to $77,000 annually depending on qualifications and experience. MAPC offers excellent Massachusetts state employee benefits as well as a flexible, supportive, and family-friendly work environment. Apply online at www.mapc.org. Please attach a cover letter, resume, and writing sample. In your resume, please include links to active (deployed) online projects, noting your role in producing them. If available, please provide a link to your GitHub (or similar) account, or

attach samples of your code. Code Climate links to your open-source repositories (if any) are also accepted. We do not equate an abundance of open-source software contributions with development proficiency. We are much more interested in the quality of your code than in the quantity or frequency of your participation in open-source projects.

A review of applications will begin immediately and will continue until the position is filled. Candidates must have legal authorization to work in the USA and a valid driver's license and/or the ability to arrange transportation to meetings in different parts of the region.

MAPC is an EOE/AA Employer
MAPC takes pride in the diversity of its workforce and encourages all qualified persons to apply.

APPLICATIONS MAY BE FILED ONLINE AT:
http://www.mapc.org

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