Ruby Developer

Job Description

Join our team as a Ruby Developer helping us to support teachers, champion great teaching and raise the status of the profession by managing our membership platform and working with our Head of Data and Digital to transition to a Salesforce-centred management system.

Unfortunately, we are unable to consider applicants based outside of the UK at this time.

For a short audio description of this role, please visit our [website](#).

Job Title	Ruby Developer
Reports To	Head of Data and Digital
Salary	Up to £450 per day (inclusive of VAT if applicable)
Contract	Part-time, fixed-term until 31st August 2026 (potential of extension, depending on business need)
Hours	7 hours per week
Based	Home-based. Our team work from across the country and we are happy to support remote working with the option to come into the London office (WC1) for occasional meetings
Start date	November 2025
Deadline and interview	Applications will close on Sunday 19th October 2025. Competency-based interviews will be held on Monday 3rd November but we will be reviewing applications on a rolling basis so we may interview as soon as a suitable candidate is identified.
Application	Please apply here by uploading your CV and cover letter. Please use the guidance when writing your cover letter. We encourage you to apply promptly as we will be reviewing applications as they are received and may complete the process earlier than expected if an excellent candidate is identified at an early stage.

The Organisation

The Chartered College of Teaching is a charity and the professional body for teachers. We are working to empower a knowledgeable and respected teaching profession through membership and accreditation.

We are dedicated to bridging the gap between practice and research and equipping teachers from the moment they enter the classroom with the knowledge and confidence to make the best decisions for their pupils.

Our activities mainly focus on four key areas:

- membership
- teacher CPD and accreditation
- research, policy and events
- online and print resources

Since opening membership in 2017, we have grown rapidly. In total our work reaches over 40,000 teachers and more than 3 million young people. In 2020 we published reports 'Education in Times of Crisis' around the impact of lockdown; in 2021 we won the Memcom award for 'Best magazine for a Professional Association or Membership Organisation'; in 2024 we published the working paper 'Teacher professionalism report'. To date over 600 teachers have been celebrated at Graduation ceremonies for our Chartered Teacher Status pathways. We are a growing and multi-skilled team of 30 people, supported by a Board with a significant track record of experience in a range of fields. Our business plan focuses on growing membership and Chartered Status, and providing meaningful professional learning opportunities for the teaching profession. This role will support our transition from our in-house management platform to Salesforce.

The Opportunity

Our Membership Platform supports the college membership functions to make a difference to the lives of over 3.6 million children taught by our members. It is used to track, manage and support our members to access their benefits.

We are recruiting a Ruby Developer within the Service Operations team to manage our membership platform and provide support to users who access it.

During the contract you will:

- Monitor and resolve any issues arising with the platform.
- Manage and maintain the platform so it remains operational.
- Work closely with the Head of Data and Digital to successfully transform and move the current data and services to a new platform built on Salesforce.
- Support membership operations with reporting, payment and refund requests.

This would be an ideal opportunity to work on a project to move our data and processes from a Ruby platform to Salesforce which will move the College's processes forward to ensure a strong future. In this role you will:

- have autonomy for maintaining and managing our existing membership platform;
- work collaboratively with many of the team across the business, supporting recruitment and retention of our members; and
- help to grow the professional membership organisation for the teaching profession and be part of the team driving the organisation forward at an exciting time for the future of the College.

Platform Management and Maintenance	Most of the time, you will be managing the membership platform, fixing any bugs, keeping the server up to date, ensuring stability, and providing reports to various stakeholders within the College. You will also provide support to the membership team with refund requests through GoCardless and Stripe.
Data and Process Transition	You will spend some of your time working with the Head of Data and Digital to move all relevant membership data and processes over to Salesforce. This will entail preparing data in the correct format and providing support to move automated processes over to the new system.

About You

You do not need to have expertise in absolutely all areas, let us decide! We are committed to creating a diverse and inclusive environment and encourage you to apply. We're looking for someone that is motivated by our vision. Systems you would be using include Ruby, Heroku, Salesforce, Stripe (including the API) and GoCardless.

Skills and experience

Essential

- Proficiency in Ruby and Ruby on Rails, with 3+ years of experience and with a total of 8+ years in professional software development
- Experience of using Postgres databases
- Technical expertise in platform hosting, integration and upgrades
- Solid experience in CSS using SASS
- Experience of Git development CI

Desirable

- Experience of using Salesforce
- Experience of Using the Stripe API and GoCardless API
- Experience of using Heroku to manage servers and deployment

As well as technical requirements, we are looking for people who:

- have a systematic and analytical approach to problem-solving and technical troubleshooting;
- have the ability to work independently to troubleshoot and resolve problems;
- can work collaboratively with team members to bring about constructive changes and processes;
- ability to explain technical issues to non-technical people.

Why Us?

As an organisation, we care deeply about creating a working environment that supports our people to grow personally and professionally. These are reflected in our organisational values, which outline the distinctive working culture we are looking to create. In particular, these values are reflected in our commitment to:

- Flexible working: responsive management, flexible hours, hybrid or fully remote working
- Professional development, including formal and informal training and support
- Transparency and ownership: we have an open culture that ensures all staff guide our strategic direction

Diversity and inclusion at the Chartered College

As a growing organisation, we are committed to:

- Becoming increasingly representative of the sector and geographies that we operate in
- Providing a positive experience of work as part of an inclusive culture led by our organisational values
- Maintaining an annual EDI action plan - led by the internal team.

What to expect from the recruitment process

- All applications are anonymised until the point of interview
- Line Managers trained in recognising bias
- We implement a standardised interview template and competencies matrix for a fair and transparent process
- All interviews are conducted via Zoom and the use of camera is optional.

If you require any adjustments in order to proceed with an application, including an audio version of this application pack, please make a request to recruitment@chartered.college.

For more information about joining the Chartered College, please watch this short video from Dame Alison Peacock (CEO).

Your Personal Data

As part of the recruitment process, the Chartered College of Teaching collects and processes personal data relating to job applicants. The organisation is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

Pre-employment checks

All conditional offers of employment are subject to:

- Two satisfactory references
- Proof of qualifications
- Eligibility to work in the UK.

We are an employer committed to the safeguarding of children and young people.