



ISSARA INSTITUTE

Job Description | Back End Developer

Job Title: Back End Developer
Contract: Full-time staff with benefits
Responsible to: Director of Impact
Duty Station: Bangkok, Thailand

Background

Issara Institute is an independent non-profit organization based in Asia, the Middle East, and United States tackling human trafficking and forced labor from the lens of business and human rights. The Institute was established in 2014 by a team of anti-trafficking experts coming out of the United Nations who created an alliance of private sector, civil society, and government partners committed to transformational, sustainable, worker-driven approaches to labor issues, especially those occurring in global supply chains. It is staffed by leading regional and international experts in labor rights, business and human rights, and research and technology.

We believe that, together, we can transform the lives of tens of millions of workers through worker voice, partnership, and innovation - that sustainable systems driving more ethical labor recruitment and working conditions are vital to the future of workers individually and collectively, to equity and fairness across supply chains, and to sustainable poverty alleviation efforts.

Overview

Issara Institute is looking for experienced mid-level and senior Back End developers to grow with our Tech & Innovation Team! We have a small but growing team of veteran software engineers, and we are building groundbreaking tools and applications to help fight human trafficking and support workers in Asian supply chains and beyond.

Issara takes an innovative approach to working on labor exploitation within global supply chains - utilizing various data streams including a range of worker voice channels to empower workers, and to inform global buyer partners regarding human rights due diligence and remediation needs. The ideal candidate is interested in integrating the tech and non-profit worlds; willing to work closely with our teams and operations in Thailand, Myanmar, Cambodia, Malaysia, Nepal, US, and Europe; keen to understand the needs of users (our team, workers, jobseekers, businesses, and other NGOs); and, has experience building web applications using Django and React.

Scope of work

The Back End Developer will:

1. Build RESTful API that will drive organization's apps
2. Keep the codebase / architecture clean
3. Write documentation and constantly improve the current code base
4. Build and support our existing web applications that leverage the platform
5. Work with the team in an agile-like process, shipping robust features in a timely fashion
6. Coordinate with international teams in a project management setting and deliver on scope products within a project timeline
7. Support identification and recruitment of local software developers to support applications and features in local languages, including Burmese, Khmer, Thai and Nepali.
8. Work with program managers, developers, directors, and other stakeholders to translate organizational needs into technical requirements.
9. Support user studies and feedback sessions, from staff to jobseekers to migrant workers to businesses, to analyze and understand user needs and translate those into tech development.
10. Gather and respond to team feedback on features and use of technology tools.

Required skills & expertise

We have a lean, dynamic, seasoned team that is committed to change, innovation, and impact. We are conscientious, hold a high standard of care for the people we serve, and understand that we have to be able to work effectively with partners spanning the largest multinational corporations to the smallest grassroots CBOs. Our work ecosystem is multicultural, respectful, and energetic, whether we are working on tasks in teams, or working remotely from home. We aim to ensure that there are many opportunities for sharing, learning, and growth on our team, and are looking for individuals who would flourish in our unique environment.

We are looking for mid-level and senior Back End developers with solid experience with Python and Django.

Following a recent collaboration with Microsoft Research, we are expecting to operationalize new prototypes based on advanced uses of generative AI models that will strengthen our impact model. An interest in learning and deploying services that utilize generative AI will be beneficial.

The Back End Developers should have:

- Required Experience and Skills
- At least 2-4 years of experience in backend development using Python
- Backend Performance Optimization
- Intermediate knowledge of Django

- Ability to work closely with product users and multi-cultural teams, solid listening and teamwork skills, and an ability to independently complete assigned tasks

Preferred Experience and Skills

- Typescript, JSX
- TDD, Unit Testing
- Agile/Scrum experience

Tools We Use

- Language: Python, JavaScript
- Framework/Library: Django / React JS (Redux)
- Wrapper for Android Apk: Bubble Wrap (TWA)
- Communication: Slack
- DB: MySQL
- Version control: Git, Github
- Infrastructure: AWS
- Management Tool: Jira

If you are interested in applying for this position, please send a CV, the names and contact details of three references, and a cover letter explaining your interest in the position and relevant expertise to admin@issarainstitute.org. Please note a cover letter specific to motivation and relevance for this position is required for consideration.