Azure Engineer (SRE)

Job description and organisational overview

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Job overview

Post: Azure Engineer (Site Reliability Engineer). A full time post reporting to the Head of Environments, Platforms and Cyber Security

Location: Home based with occasional visits to 1 Lamb's Passage, London, EC1Y 8AB

Salary: £41,000 - £47,000 depending on experience.

Closing date: 5pm on 4th October 2020. Interviews to be held week commencing 5th October.

Background

In the autumn of 1906, eleven men gathered around a table to witness the birth of the United Kingdom Evangelization Trust (UKET). Progressive for its time, UKET's primary function was to hold in trust resources generously given by its members for Christian based philanthropy.

Our modern society often tells us that we need more; that we need to aspire to live the life of the rich and famous and that only by doing this will we be truly happy. This illusion is one built on a worldview of individualism, envy and ironically scarcity which implies that we are losing some of what is ours when we give to others. Our experience for more than a century tells a different story. We've witnessed the power of biblically-centric generosity to transform lives and communities and bring deep joy and blessing to the giver and receiver alike. Our desire is to build a movement of generosity amongst God's people and be a broker of blessing, uniting giver and recipient in relationship together.

Today, Stewardship remains a progressive pioneer of generosity; receiving, investing and releasing millions in charitable giving each year. Over the last 18 months we have grown our giving by around 70% (approx. £120 million), launched a major new suite of products, and have purchased a bank in partnership with a group of Christian philanthropists. Our growth ambition is to increase the flow of funds to churches and Christian charities from £72 million a year (based on FY 2017-18) to beyond £250 million a year by 2025, and to extend the joy of generosity to new generations.

We have started the digital transformation required to underpin this goal, however we had to press pause due to COVID. We are now ready to start the transformation of our core technology functions and transition our thinking to that of a digital product portfolio, with the required step change in technology capability. Following research we have decided to re-platform our hosting to Microsoft Azure, move our SDLC toolset to Azure Cloud DevOps, employ Office 365 for our End User Computing Estate and in time transition our core system to .net Core and Kubernetes supported by a suitable integration layer.

Due to the breadth of services we offer our IT systems are more complex and diverse than would be expected for a company of our size, but this brings a diversity and range of responsibilities and activities that make the role more interesting than if you are "lost" in the silo of a large enterprise.

We are now recruiting for an Azure Engineer (SRE) based from a home location in the UK, with occasional (once a month) attendance at our offices in the City.

If you sense a calling to use your technology, product, platform and development expertise in a different context please consider joining us to deliver a step-change in growth and increase the flows of generosity to the Church and Christian causes to transform the world we live in.

Mission, vision and values

Our vision is for the world to encounter Jesus through the generosity of His church.

Our mission is transforming generosity:

We make giving easy and help over 25,000 individuals to give around £70 million each year, to our database of over 19,000 charitable causes. We help people organise all of their charitable giving from the first gift to the last, any amount at any age, using their Stewardship giving account. We are also a Payroll Giving agent and our online fundraising website, give.net, helps hundreds of causes raise more money each year.

We inspire greater generosity from the Christian community too, through our wealth of resources, courses and campaigns for individuals and churches alike. We challenge and provoke the church to teach more effectively on generosity. Our own generosity campaigns and resources, including the award-winning 40acts, attract thousands each year.

We strengthen Christian causes too, by offering practical, tailored financial and legal support to help Churches and Christian charities to transform the world. We offer a range of professional, legal and financial support services to churches, charities and individuals.

At our core, as believers in Jesus Christ, are the biblical values of:

Generosity   Integrity   Relationship   Excellence

IMPORTANT - Occupational Requirement (OR)

As a result of our Christian ethos, this post is covered by an Occupational Requirement (OR) under Part 1 of Schedule 9 to the Equality Act 2010. The successful applicant will be expected to be a practising Christian, with active membership of a local church congregation, and be able to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement.

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Job description

Overview

The creation of first-class products and capabilities that will help deliver against Stewardship's mission must be unpinned by a world class hosting platform. The decision has been made that this fundamental building block for the success of our digital strategy for the future will be Azure and now we require a suitable talent to help drive forward our cloud strategy delivery.

As a small team at the start of the journey, we need someone who brings good infrastructure experience and that knows Azure, but is perhaps frustrated by restrictive team structures in their current role – who is ready to release the shackles, move from reading blog posts and start delivering on technical challenges. You may currently be infrastructure centric, but you have the ability to think like a Developer and you embrace the "as code" future.

By summer 2021, we plan to re-platform production from co-located Hyper-V to Azure, embrace Azure Cloud DevOps as the foundation of our SDLC toolchain and augment this with the Infrastructure as Code deployment and configuration management tools needed to deliver. We then plan to refactor our in-house core software product, reducing release cycles from months to weeks as we move to update code and shift to cloud native containers and DBaaS hosting, while integrating other products (SaaS, PaaS or acquired code) to deliver the next generation of Stewardship services.

Main responsibilities:

- Collaborate with architecture, development, security and the broader company to set up and maintain a "best in class" cloud platform and provide ongoing guidance on its consumption.
- Influence architectural & design decisions with regards to the operational reliability of our Azure cloud platform.
- Drive efficiency, automation and cost reduction by automating manual and repetitive tasks.
- Develop features and codified artefacts for platform improvements using automation and infrastructure as code.
- Provide technical expertise at parts and/or all stages of the delivery lifecycle.
- Enforce standards and provide governance and contribute to process improvement.
- Identify and escalate dependencies, risks and exceptions that will affect implementation and operations of technical artefacts.
- Share experience with peers to contribute to the growth of knowledge of Cloud.

Primary skills:

- Exposure to and experience in Azure.
- Experience in Windows system administration including configuration and troubleshooting.
- Hands-on experience in automating the deployment and monitoring of services in Azure.
- Understanding of the core concepts and designs to implement Cloud platforms for elasticity and scalability.
- Some experience in infrastructure as code and post deployment configuration management using a popular toolset (such as Terraform, ARM, DSC, Puppet, Chef, Ansible).
- Experience in making changes to live production systems adhering to SDLC best practices while ensuing service uptime is maintained.
- Good scripting skills.
- A strong understanding of core network protocols and services (TCP/IP, DNS).
- A strong understanding of IAM roles and policies.
- Ability to analyse network behaviour, performance and application issues.
- Understanding of key database terminology and replication methodologies.
- Experience with distributed systems design, maintenance & disaster recovery.

Secondary skills:

Experience in the following is not essential, but would be an advantage:

- Understanding of continuous deployment using CI/CD tools like Jenkins, SCM (Git, SVN) along with code reviews.
- Awareness of containers (e.g. Docker, Kubernetes and cloud native development frameworks, such as Serverless or PaaS).
- Ability to make design decisions that minimise and optimise infrastructure cost.
- Experience of scripting against APIs.
- Azure, ITIL or any relevant administration certifications.

Person specification:

We recognise that to be great at your role there are certain characteristics that are important, and others that enable a good fit within our existing team, and culture:

- As a committed Christian and active member of your Church, you are looking for a means to build your career in a way that puts your growing technical expertise to good use.
- You love to learn and explore and, as a result, have a strong desire to grow your skills deeper and broader.
- You have strong problem-solving skills, are naturally analytical and are able to think clearly and logically.
- You are self-directed and exhibit strong initiative. Once set a goal, you have the motivation to find out what needs doing and the drive and tenacity to work it through to completion.
- You take pride in what you do, aiming to deliver the highest possible service to both your internal and external customers and have a keen eye for detail, often noticing when something "isn't quite right." You're able to prioritise a number of competing tasks.
- You enjoy working within a talented team, towards delivering something bigger than the sum of the individual efforts. You recognise the importance of your contribution to your peers and to the organisation, and make it your business not to let anyone down.

Working for us

Working hours:

This is a full-time post. Stewardship's normal office hours are 9am to 5pm, Monday to Friday. Occasional out of hours work (including weekends) may be required in accordance with the needs of the organisation; where this is necessary, time off or payment in lieu will be available.

Annual leave:

27 days.

Company benefits:

Stewardship offers a generous pension contribution; the equivalent of 10% of your gross annual salary, into a group personal pension scheme (applicable after 3 months service). A salary sacrifice scheme for personal contributions is also available.

Other benefits are available including childcare vouchers, subsidised gym membership, a matching scheme for charitable giving, and we always remain open to ways we can look after staff and create an environment where people want to work.

More details on staff benefits can be found at https://www.stewardship.org.uk/about-us/working-for-us.

Application process

Please complete your application online by visiting www.stewardship.org.uk/jobs and clicking on the link by the relevant job vacancy.

You will need to provide a copy of your C.V, along with a covering letter that demonstrates what you would bring to the role, the organisation, and how you fulfil the occupational requirement.

For further information, please contact Kofo Abidemi, HR Administrator

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Telephone: 020 8502 5600 extension 307
Email: careers@stewardship.org.uk

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