To whom it may concern,

Job Application: Associate Client Side Developer

Thank you for taking the time to read my application. I would love to join the ranks of developers at the Guardian in the client side development team. I am particularly attracted to working in your team, as I enjoy developing solutions for multiple stakeholders and different internal and external users (with the opportunity to explore and develop solutions for the varying user needs of your journalists and readers being particularly appealing). The chance to blend my experience as a finance accounts assistant and my developer skills to find ways to safeguard the organisation financially (whether by developing: unobstructive, digital methods to convert readers to financial supporters, or ways to optimise advertising space) is also something I would enjoy doing. Having worked in the private medical sector, I also value the opportunity to use my skills as a developer to contribute to the digitisation of the newspaper medium as a means of furthering the social good, rather than solely profit for profit's sake.

I have recently completed the Makers Academy development bootcamp, spending 4 months using HTML, CSS and languages such as Javascript to build projects on a group basis, from an open, realtime messaging board based around bringing developers together to share what they're blocked on and offer ideas and suggestions to others, to building a news summary site using the Guardian's API. These projects were all done using test driven development in an agile work environment. Though I learned a great deal from my time at Makers, I am keen to use these foundational skills to grow as a client-side developer by learning from and supporting more experienced client-side developers.

I believe my experience managing different stakeholder's expectations (from working directly with a CFO, to supporting marketing teams and working in public-facing roles) will enable me to take a holistic approach to a role as an associate client-side developer. For example, my role as an Accounts Assistant at Zavamed gave me the opportunity to:

- connect the work and objectives of the finance team to the overarching aims of the company. My role involved the use of OKRs; I was responsible for tracking our KPIs and using these to reflect and report what goals should be set on a quarterly basis. I am therefore experienced in identifying the values and goals of a team and how I can personally support the team in delivering and reporting this value;
- be involved in selecting a new accounting technology following the need to upgrade from a simpler product to a more scalable product as the business grew - in this selection process I learned the value of balancing the value delivered to the end user (and the ease of usability for the end users) with the cost incurred by using that product when evaluating which technologies to use;
- work on projects directly with the CFO, where I would usually be given a specification of the end product but full control over its implementation, which allowed me to develop my technical programming skills, whilst also using my creativity to deliver a product that met the specification using existing technologies, such as building file conversion templates in excel to allow our payments to be imported into our banking system directly from our accounting

system, which turned a weekly task that took a day for 3 team members to complete to an hour of work for one person; and

- work directly with the marketing and legal teams, helping them clarify what problems they wanted solved, their respective objectives and constraints, what the solution looked like to them, and then helping to build a solution - such as a client growth model or segmenting google form responses so each user could only view the data relevant to their work (and thereby taking into account various compliance rules). My role therefore also gave me the opportunity to use my creativity and passion for problem solving using technology with other teams, as well as leaders in the business.

Working at the Guardian would mean a lot to me on a personal level, as I value the importance of helping the most vulnerable, and giving a voice and platform to those that are least heard. I have experience of working for an organisation that is driven by market share growth, and who would use technology and web development strategies to create targeted ads to follow potential clients across the internet until they converted; who invested in the creation of articles purely to boost SEO performance; and who would use A/B test with the primary goal of persuading clients to purchase certain products and services. What I truly respect about the Guardian's use of technology is that it doesn't fence off articles until you pay, it doesn't chase readers round the internet in adverts, instead it demonstrates its value to to its readers and then it asks for support - a while back you had a little pop up which gave you metrics on how much content you'd consumed from the Guardian and asked you to consider supporting based on that, using technology in this fashion really appeals to me. During my time in customer support, I would always try to focus on providing patients with the advice and products which best suited their needs, and I would like to work for an organisation that promotes this human-centric and progressive approach.

Thank you again for your consideration.

Yours faithfully,

Edward Phillips