

Charity
bank

March 2026

Integration Engineer



About Charity Bank

Charity Bank is the loans and savings bank for people who want to make the world a better place.

Our vision is for a society that fosters vibrant communities and a healthy planet, giving every individual the opportunity to thrive. Charity Bank is 'of the sector and for the sector', 100% owned by charities and social purpose investors and dedicated to supporting UK charities and social enterprises.

We use our savers' money to make much needed loans to enterprising organisations working to create lasting social change in communities across the UK. Since 2002, we have used the money saved with us to provide over £630 million of loan finance to a wide range of organisations across the arts, community, education, environment, faith, health, housing, regeneration, social care and sports sectors.

Our loans are used for a wide range of purposes, from providing accommodation for vulnerable refugees to action sports centres for young people looking for a safe place to skate to residential and respite care centres for those with profound disabilities.

Our co-workers are inspired by the organisations that we support and highly motivated to better equip these charities and social enterprises to help the disadvantaged, enrich lives and make our communities better places to live.



Charity Bank borrower, Magpas Air Ambulance.



Charity Bank borrower,
Kent Wildlife Trust.

Why work for us?

No matter what your role is at Charity Bank, you will be making an essential contribution to the positive social value creation that is the very reason for Charity Bank's existence.

For every loan that we make and the impact that this has on the organisations we lend to and the people that they serve, we can all say, "Wow, look what we helped to create!"

If your values align with Charity Bank's, the role matches what you are looking for, and our mission and work excites you - we invite you to apply to join us!

Equality, Diversity and Inclusion

At Charity Bank, we want our team to reflect the diverse communities, organisations, and people that we work with. We are committed to being an inclusive employer and great place to work and we strongly encourage applicants from diverse backgrounds to apply.

We have implemented policies to support this aim and are proud to offer flexible working practices and a caring culture. If you need any reasonable adjustments for any part of the recruitment process and/or working environment, please let us know, in confidence, so we can discuss these with you.



Values

Working in harmony

Mutual respect

Being the change

Role Profile

JOB PROFILE

Job Title:	Integration Engineer
Contract:	Permanent
Location:	Tonbridge/Hybrid
Reporting to:	Head of Data, AI and Systems Integration
Direct Reports:	N/A
Date:	March 2026

Overall Purpose of the Role:

- Develop and maintain integration solutions for the Common Good Platform (CGP), ensuring seamless data flow between applications, APIs, and the data platform.
- Build and operate GraphQL APIs and workflow orchestration using Apollo and Temporal IO.
- Collaborate with the Technology Lead to deliver platform capabilities aligned with business objectives.
- Ensure integration solutions comply with data governance, security standards, and GDPR requirements.
- Implement and maintain CI/CD pipelines, automated testing, and deployment processes.

Key Accountabilities:

- Design and implement GraphQL resolvers, schema definitions, and federated subgraphs.
- Build durable workflows using Temporal IO for loan lifecycle and business processes.
- Develop and maintain automated test suites (unit, integration, end-to-end).
- Configure and maintain CI/CD pipelines using GitHub Actions.
- Integrate with the Databricks data platform via Unity Catalog and Delta Lake.
- Troubleshoot and resolve integration issues across distributed systems.
- Document integration patterns, APIs, and architectural decisions.
- Drive and collaborate in the continued adoption of AI enhanced development practices and SDLC.

Key Contacts

Internally:

- Head of Data, AI and Systems Integration
- Technology Lead and wider Technology team
- Functional heads (Finance, Risk, Lending, Operations)
- Business analysts and product owners

Externally:

- Platform vendors (Databricks, Azure)
- Auditors and penetration testers

Person Specification

Essential Experience

- Proficient in TypeScript development with modern async patterns.
- Experience with GraphQL API development (queries, mutations, subscriptions).
- Strong understanding of REST API design and consumption.
- Experience with authentication and authorization:
 - OAuth 2.0 and OpenID Connect
 - JSON Web Tokens (JWT)
 - Azure AD / Entra ID integration
- Git version control with PR-based workflows and code review.
- Writing automated tests (unit, integration) alongside feature development.
- CI/CD pipeline configuration and maintenance.

Desirable Experience

- Apollo GraphQL (Server, Federation, Gateway).
- Temporal IO or similar workflow orchestration (Cadence, Step Functions).
- Databricks, PySpark, or Delta Lake experience.
- Event-driven architecture (message queues, CDC patterns).
- Infrastructure as code (Terraform, Bicep).
- Background in banking or financial services.

Platform & Tools

- Azure cloud platform (Container Apps, Functions, Key Vault, VNet).
- GitHub (repositories, Actions, PR workflows).
- Databricks Unity Catalog and SQL Warehouses.
- Linear (issue tracking and project management).

Data and SQL

- Strong SQL skills for querying and data transformation.
- Understanding of relational and analytical data models.
- Familiarity with medallion architecture (Bronze/Silver/Gold).

Skills & Knowledge

- Strong problem-solving and systems thinking.
- Ability to debug distributed systems using tracing and logging.
- Ability to translate business requirements into technical solutions.
- Excellent communication and documentation skills.
- Comfortable working independently and in cross-functional teams.
- Awareness of data privacy (GDPR) and security best practices.

Other Requirements:

- Flexibility to work extended hours on occasion to meet critical delivery deadlines.

The Four-Day Week

Redefining Work-Life Balance

At Charity Bank, we prioritise the well-being of our team members alongside the pursuit of our social mission. The Charity Bank four-day week is an innovative initiative that sets us apart in fostering a thriving workplace culture.

Why the Charity Bank Four-Day Week?

Our belief is simple: a supported and motivated team delivers exceptional customer service and propels us toward our social goals. By offering all staff the opportunity to work four days a week with full-time pay, we prioritise a healthy work-life balance, boost morale, and enhance overall job satisfaction.

How it works:

Our four-day week consists of 32 hours, typically spread across four eight-hour days, allowing employees the flexibility to choose either a Friday or Monday as their day off.

Days off are protected and treated like weekends, ensuring uninterrupted personal time. The arrangement is flexible, adapting to part-time employees on a pro-rata basis.

Commitment to Productivity and Continuous Improvement:

The four-day week is not merely a benefit but a mutual commitment. In exchange for increased productivity, we challenge established ways of working, constantly seeking opportunities to improve processes and enhance efficiency across the team and organisation.

Key Features:

1. **Work-Life Balance:** Our four-day week promotes an improved work-life balance, granting more time for personal pursuits, family, and self-care.
2. **Full Pay:** Despite fewer hours, employees receive equal compensation, recognising and rewarding their commitment.
3. **Productivity Boost:** The strategic four-day week enhances productivity, with studies showing increased focus, creativity, and efficiency.
4. **Equality and Diversity:** Our four-day week and flexible working policy align with our goal of fostering an inclusive and positive employee experience. We actively promote equal opportunity, attract diverse talent, and support personal growth.
5. **Social Mission Support:** Prioritising team well-being empowers contributions to our social mission, creating a positive ripple effect for both employees and the communities we serve.

For more information and FAQs, visit www.charitybank.org. Join us in redefining the workplace and making a lasting impact.



Charity Bank
borrower, René
House CIC.

The benefits

In addition to salary Charity Bank offers a generous benefits package.

- **Annual Leave** - 160 hours per annum plus bank holidays, pro-rata in year of joining (and also for part-time), with the opportunity to increase to a maximum of 192 hours per annum (pro-rata)
- **Four Day Week** - supporting work-life balance
- **Free access to online 24/7 GP and Second Medical Opinion service**
- **Employee Assistance Programme** - Health/Work/Life concerns 24/365
- **Perkbox** - employee discounts and deals to help save money
- **Contributory Pension Scheme** - auto enrolment in place
- **Life Assurance** - 4 x salary paid to beneficiaries if death in service
- **Private Medical Cover**, subject to eligibility criteria
- **Enhanced absence payments** - including maternity, paternity, adoption, shared parental leave, and sickness, subject to eligibility criteria
- **Give as You Earn Scheme** - charity donations of up to £250 per annum are matched by Charity Bank
- **Additional Annual Leave Purchase Scheme** - up to 32 hours per annum (pro-rata) to a maximum of 224 hours per annum, (pro-rata)
- **Electric Vehicle Lease (Salary Exchange)** - Go green and save on Tax and NI. Subject to eligibility criteria.
- **Group Income Protection**
- **Car or Season Ticket Loan Scheme**
- **Cycle to Work and Cycle Loan Scheme**
- **Computer Loan Scheme**





PROD. CHARITY BANK - LEIGH

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DIRECTOR: JUSTIN TAGG FPS 24

CAM. GREGOR RESOLUTION 1080P

DATE: Day

Registered Office:

The Charity Bank Limited, Fosse House, 182 High Street, Tonbridge, TN9 1BE. Company registered in England and Wales No. 4330018. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Financial Services Register No. 207701. Member of the Financial Services Compensation Scheme (FSCS).

Charity bank

Charity Bank borrower, Leigh Miners Rangers.