

## Position Description

**Title:** Salesforce Developer (Nonprofit)  
**Department:** Information Technology  
**Reports to:** Vice President of Technology

### ***About the Organization***

Over the years, Upwardly Global has supported thousands of foreign-born, skilled job seekers in transitioning from poverty or exclusion to quality, thriving-wage careers through its customized program to integrate skilled immigrants into the US job market. Upwardly Global is a data-driven, innovative organization with a bold vision and a fearless spirit operating out of four major US markets and providing remote services to several parts of the country. It is unwavering in its commitment to a diverse and inclusive culture where every voice matters.

### ***Position Overview***

The Salesforce Developer plays a crucial role in designing, customizing, and implementing solutions on the Salesforce platform. This position requires excellent technical and communication skills to collaborate with various departments, understand their needs, and translate technical requirements into effective solutions. The Salesforce Developer promotes system adoption, ensures the platform is up-to-date with new releases, optimizes the user interface, and develops custom Salesforce solutions.

Reporting to the VP of Technology, this role involves close collaboration with business stakeholders, administrators, and other development teams to create scalable applications that leverage Salesforce's capabilities. The Salesforce Developer must demonstrate independent judgment and creativity to resolve minor and major issues, while also providing technical assistance and advice to staff members.

### ***Essential Duties & Responsibilities***

- The duties below are representative of the duties and are not intended to cover all of the duties performed by the incumbent:
- Develop and customize Salesforce applications using Apex, Visualforce, Lightning Components, and other Salesforce technologies.
- Analyze business requirements and create custom solutions using traditional and agile development methodologies.
- Design and implement customizations, including data model changes, page layouts, workflows, and validation rules.
- Integrate Salesforce with other systems using REST/SOAP APIs, middleware, or integration tools.
- Write efficient, scalable, and reusable code following Salesforce coding standards and best practices.
- Create and execute unit tests to ensure code quality and functionality.
- Troubleshoot and resolve issues with existing Salesforce implementations, including bug fixes and performance optimization.

- Assist in deploying Salesforce applications and configurations to different environments, following change management processes.
- Collaborate with administrators and other developers to support and maintain the Salesforce platform.
- Stay updated with the latest Salesforce features, releases, and industry trends, providing recommendations for improvement.
- Conduct security audits and implement necessary measures to ensure data privacy and compliance.
- Perform other related duties as assigned.

***Experience Required:***

- Bachelor's degree in Computer Science, Software Engineering, or a related field.
- Proven experience as a Salesforce developer with a strong understanding of the Salesforce platform and its components.
- 4+ years of experience developing complex custom Salesforce solutions.
- 2+ years of Lightning Web Component Development experience.
- Proficiency in Apex, Visualforce, and Lightning Component Framework.
- Solid understanding of object-oriented programming principles and design patterns.
- Experience with Salesforce integration techniques, such as REST, SOAP, and middleware tools.
- Knowledge of Salesforce development best practices, including coding standards, testing methodologies, and version control.
- Familiarity with declarative customization tools in Salesforce, such as Process Builder, Workflow Rules, and Flow.
- Strong analytical and problem-solving skills, with the ability to translate business requirements into technical solutions.
- Excellent communication and collaboration skills, with the ability to work effectively in a team environment.
- Salesforce certifications, such as Salesforce Certified Platform Developer or Salesforce Certified Administrator, are a plus.
- Experience with web technologies such as HTML, CSS, JavaScript.
- Experience in Salesforce NPSP (Nonprofit Success Pack) is a plus.
- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within UpGlo
- Demonstrate a growth mindset and desire to continuously improve in your work and approach
- Demonstrated commitment to valuing diversity and belonging and contributing to an inclusive working and learning environment

**Work Environment/Physical Requirements**

- Candidates residing in cities with existing UpGlo offices (NY metro area, Chicago or San Francisco) are expected work out of the office twice a week (hybrid schedule)
- Must be available to occasionally work evening events

### **Salary Range Disclaimer**

The base salary range represents the low and high end of the Indeed salary range for this position. Actual salaries will vary depending on factors including but not limited to location, experience, and performance. The range listed is just one component of Upwardly Global's total compensation package for employees. Benefits include paid time off policy, hybrid or remote work schedule, medical/dental/vision insurance, short term disability insurance, life insurance and retirement plan with employer match.

### **Salary Range Transparency:**

- **Central Region:** \$88,000 - \$98,000 USD per year
- **Eastern/Western Region:** \$95,000 - \$105,000 USD per year

Upwardly Global is deeply committed to building a workplace where inclusion is not only valued, but prioritized. We're proud to be an equal opportunity employer, seeking to create a welcoming and diverse environment.

**Interested candidates should send a resume and cover letter to [hr@upwardlyglobal.org](mailto:hr@upwardlyglobal.org) with Salesforce Developer in the subject line.**