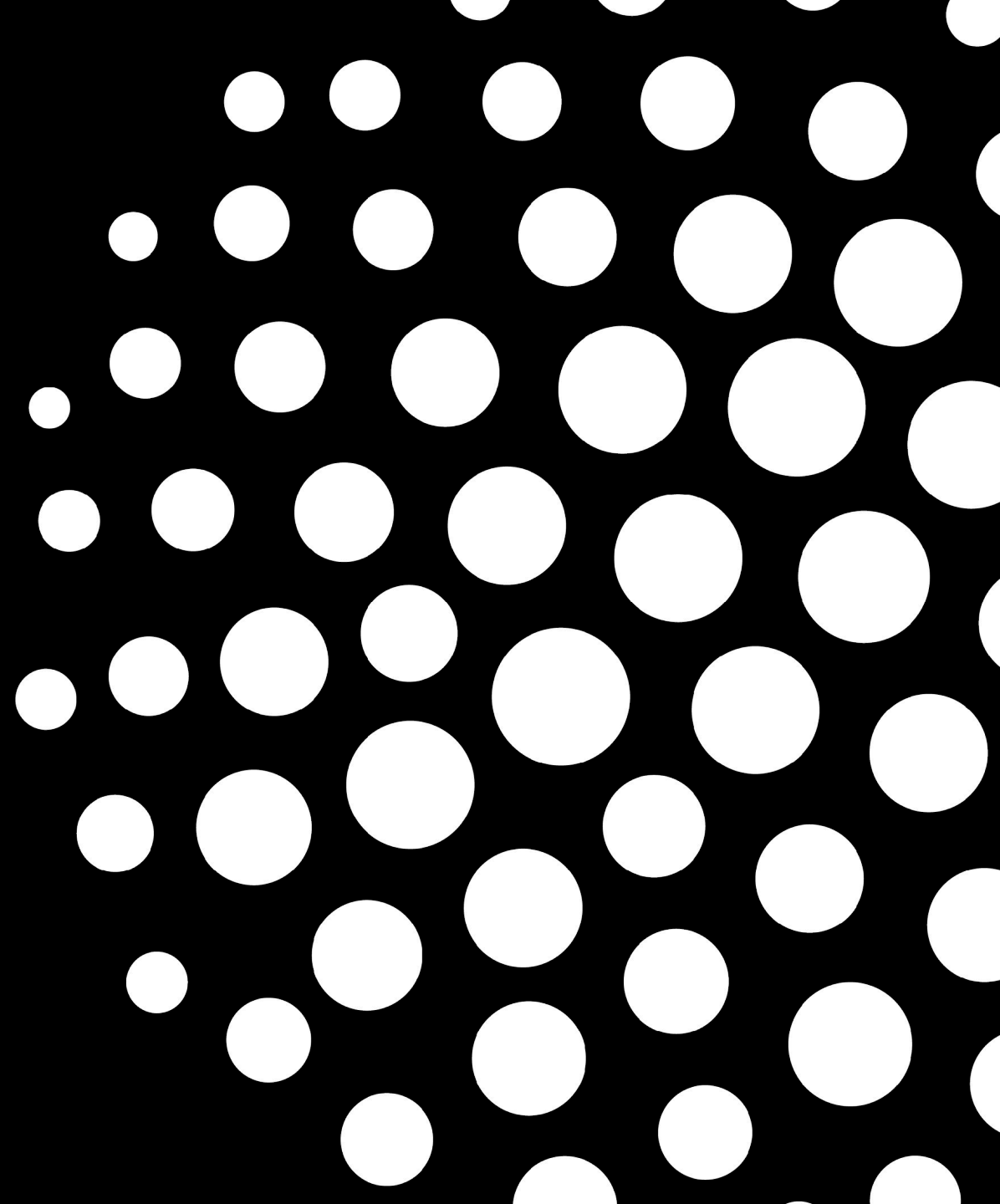


# Full-Stack Developer Corporate Performance

November - December 2025



# Welcome to Global Canopy

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**We are so pleased you found us.** Global Canopy is an ambitious, creative and dynamic not-for-profit targeting the market forces destroying nature.

Our special focus is on ending global deforestation, most of which is driven by agricultural expansion for commodities like beef, soy and palm oil that end up in products we all use every day.

In fact, our research shows that \$6 *trillion* in private finance each year is driving this destruction – including 20% of the money that we all put into our pensions.

This is a major driver of climate change, of biodiversity loss and of human rights abuses. To tackle this we deliver radical transparency through our award-winning data platforms, detailing how consumer markets are linked to nature loss.

We enable major companies, investors and governments to take positive action, and we help campaigning organisations and investigative journalists shine a light on those not doing

enough. And we help policymakers to design laws that make it mandatory for the private sector to change.

We are now growing rapidly as an organisation – expanding our work and teams in key geographies like Brazil and South East Asia. And we are deepening our relationships with major investor networks as we redouble work to remove deforestation and nature-related impacts from lending and investment portfolios worldwide.

As part of our team, you will be at the heart of global efforts to tackle the intertwined climate and nature crises. And you will find yourself surrounded by engaged, positive and committed colleagues determined to make a difference.

Please join us, this is urgent.

**Niki Mardas**, Executive Director



# About Global Canopy

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Global Canopy is a data-driven not for profit delivering real transparency and accountability for market impacts on nature and people. Our special focus is on ending deforestation – an essential step in achieving urgent global goals on climate, nature and human rights.

We deliver our work via three main strategies:

1. on **open data** (including via major global data platforms like [Trase](#), [Forest 500](#), [Forest IQ](#), and [ENCORE](#));
2. on creating stronger **voluntary and compliance frameworks** to address nature loss (we are a founding partner of the [TNFD](#));
3. and on accelerating **accountability and action by the finance sector** towards deforestation-free portfolios.

Our platforms, data and insights are relied upon by Fortune 500 companies, major financial institutions, national and regional governments, and some of the most effective campaigning organisations worldwide.

We work globally, with a focus on both forested regions (particularly across Latin America and South East Asia), and major consumer and financial markets (with a focus on Europe, the US, Singapore and China).

We have a distributed team of around 70 people worldwide, with a main office in Oxford (UK). We work via close and deep partnerships, including with institutions like the Stockholm Environment Institute, the UN Climate Change High-Level Champions, UNEP Finance Initiative, the World Conservation Monitoring Centre, the Zoological Society of London, and many many others.

# Corporate Performance

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A growing number of companies and financial institutions are seeking to mitigate their impacts on nature. But many have made commitments that are not being met, and others are failing to take any action at all.

We hold to account through our **Forest 500 project**, assessing the policies and performance of influential companies and financial institutions.

We also support financial institutions and investors with our suite of **Deforestation-free Finance Guidance** and a forthcoming new tool, **DEFT Pathway**, to support effective engagement with high-risk companies. We support the finance sector, policy makers and other stakeholders by providing market-leading data on deforestation and ESG metrics through **Forest IQ**.

55%

of global GDP is moderately or highly dependent on nature



\$6.1tn

of finance flowed to  
companies in forest  
risk supply chains  
in 2023

# The role: overview

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An exciting opportunity for a creative and highly motivated candidate with strong technical expertise to help increase Global Canopy's impact by making world-leading environmental and financial data more accessible to our key audiences in the finance sector, business and civil society.

The role will focus on the DEFT Pathway and related products. DEFT is a transparent, easy-to-use framework that maps out practical steps for companies to transition to deforestation-free supply chains. Hosted by best-in-class data platform Forest IQ, DEFT Pathway helps financial institutions to engage effectively with companies on deforestation.

DEFT Pathway was developed by leading institutions and experts working to end market-driven deforestation including Global Canopy, the UN Climate Champions, Global Optimism, the Accountability Framework initiative (AFi), the Tropical Forest Alliance, Proforest and ZSL, in consultation with leading finance sector networks including Ceres, IIGCC, PRI and the Finance Sector Deforestation Action Group.

A key objective is to make the DEFT Pathway data accessible by building user-friendly frontend components. The data is complex and multi-dimensional and will require considerable creativity to communicate in an understandable and compelling way in order to maximise its impact. You will collaborate with designers, researchers and product managers to fulfill these aims.

As a full stack developer, you will also design and implement the backend to allow the data powering the visualisations to be accessed in a secure way. You will work with data engineers and researchers to ensure the database is well-structured and that queries are performant.

The tech team is small, so you will need to operate with a high degree of independence, and will have the opportunity to influence key technical decisions. We are looking for someone who finds this prospect exciting rather than daunting!

# The role: overview

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We have a number of other user-facing websites and internal tools that require regular updates and maintenance. As part of your role, you will help with these, and will also look at ways that we can tackle technical debt in our existing products.

You will contribute to a culture of kindness, collaboration, rigour and accountability in equal measure. You will come to work with a sense of urgent mission, but one balanced by emotional intelligence. You will share our conviction that it is not just what we do that matters in our working life, but how we do it too.



# The role: responsibilities

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## Main responsibilities

- Building and maintaining a new website for the DEFT Pathway, covering both the backend and frontend. The role will have primary ownership of the website creation and development process
- Creation of interactive data visualisations to allow end users to interact with DEFT data
- Writing and maintaining automated tests
- Assisting with the creation and management of the underlying cloud infrastructure
- Ensuring software development best practices are followed
- Working in a small cross-functional team to help design new features
- Supporting the maintenance of other Global Canopy websites

- Developing and maintaining internal software tools
- Helping to tackle technical debt

## Target tech stack

- Python with FastAPI for the backend
- Typescript with React/Next.js for the frontend
- d3 for advanced visualisations
- AWS for the cloud infrastructure and hosting
- PostgreSQL database
- Headless WordPress for the CMS

# About you

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**To be successful in this role,** these are the things that will matter the most:

- Excellent full stack web development skills, ideally using python and typescript
- Knowledge of python frameworks for the backend, such as FastAPI, Flask and/or Django
- Knowledge of javascript frameworks for the frontend (preferably React/Next.js), and common data visualisation libraries such as d3
- Experience querying PostgreSQL databases, potentially using SQLAlchemy as an ORM
- Experience working with cloud infrastructure, preferably AWS

## **Essential behavioural competencies:**

- Self-starter, happy working in a small team with a large degree of independence
- A keen eye for quality, and an appreciation of the importance of automated testing
- A desire to follow industry standard software development processes

## **Desirable:**

- 3+ years experience
- Has worked using Agile project management methods and appreciates the benefits of these
- Knowledge of the Corporate Performance domain



# Our values

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As an organisation committed to achieving system-wide change, we operate in a challenging environment. Our organisational values help guide our ways of working and keep us accountable to these standards:

**Entrepreneurial** – We develop bold new ideas to catalyse system wide change.

**Impactful** – We learn from what works, hold ourselves and others accountable and work in collaboration with others.

**Inclusive** – We celebrate diversity, value teamwork and support individuals to fulfil their potential.

**Clear** – We listen actively, think critically and communicate with clarity.



# Salary & benefits

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## Salary

£60K full-time equivalent.

This role sits within Band C on Global Canopy's remuneration framework.

## Nature of contract

Full time (37.5 hours) or part time (30 hours, 0.8 FTE), fixed term (21 months). We are a flexible employer and welcome candidates wishing to work flexibly.

## Base

Our office is in Oxford, UK with flexible home-working arrangements in place. This role requires the right-to-work in the UK.

## Holidays

36 days (including bank/public holidays) for discretionary use across the annual leave year. Option to purchase up to an additional 5 days or equivalent of one week's leave.

## Pension

Employer pension contribution of 8%.

## Healthcare cashback plan

Covering dental fees, eye-care, wellbeing, physiotherapy, chiropody and much more – for you and any children.

## Group Life Assurance

Paying a lump sum of 3x annual salary.

## Group Income Protection

Paying 75% of annual salary for up to 2 years (for long term sickness).

## Employee Assistance Programme

Which provides free, confidential advice on personal and legal matters.

## Other

Huge range of discounts and cashback deals at gyms, restaurants, holidays, and much more.

# How to apply

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To apply for the position, please use this [link](#) and submit an up-to-date CV and answers to the following questions in the application:

1. We are looking for someone who is comfortable being the main developer on a new website. Please give an example of a situation where you have worked with limited supervision on a software project in a professional role. What were the main challenges you faced?
2. Give an example of where you have built a front-end visualisation to make complex data accessible. What tools and frameworks did you use, and would you make the same choices again?
3. Describe a production issue you faced in your most recent position. What exactly went wrong, how did you diagnose it under pressure, and what specific changes did you implement to prevent similar failures?
4. What specifically appeals to you about working for Global Canopy?

Please aim for no more than 100 words per answer.

All candidates are asked to complete an anonymous diversity monitoring form when they apply.

The closing date for applications is **19 November 2025 at 9am UK time**. Early application encouraged as we will be conducting rolling interviews. We may close applications early if suitable candidates are identified.

We aim to respond to all candidates within ten days of receiving their application.

First-round interviews calls will be conducted remotely via a video call. Following rounds consist of a take-home technical test and a final interview (in person at our Oxford office where possible; we will reimburse reasonable travel expenses to attend interviews).

# Diversity & inclusion

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At Global Canopy, we value diversity and inclusion. You can read our diversity statement on our [website](#). We encourage applications from all backgrounds and are committed to having a team with a diverse set of skills, experiences and abilities.

Global Canopy works on issues of global deforestation. We are particularly interested in strengthening our team to include those with a background from forest regions such as Latin America and South East Asia. We would welcome applications from people from these regions. Note that we cannot offer visa sponsorship for this role.

If you have any questions about the position, then please contact: [hr@globalcanopy.org](mailto:hr@globalcanopy.org).

Applicant data will be managed in accordance with the candidate privacy policy available on our [website](#).

# Thank you

**HR Team**

[hr@globalcanopy.org](mailto:hr@globalcanopy.org)

Find out more at [globalcanopy.org](http://globalcanopy.org)