



# Senior WordPress Developer job description

Location: Cornwall or Remote

Level: Senior

Reporting to: Principal WordPress Developer

Salary: £40-£50k, depending on experience.

Hours: We are open to Full time, Part Time, Contract or flexible working

**Hiyield is an 80% employee owned digital product studio and a proud B Corp. We work with ambitious startups, enterprise innovators, and purpose driven organisations to create digital products that make a difference.**

**We believe that great code must also be sustainable code.**

## The role

We're looking for a skilled and reliable Senior WordPress Developer to join our team of 25 people in Cornwall (or fully remote). At this level, your role goes beyond building websites; you'll help shape the technical direction of our agency, mentor junior developers, and ensure our solutions are secure, performant, and sustainable.

You'll thrive in this role if you're passionate about efficient, low-carbon code, enjoy leading complex WordPress builds from discovery to deployment, and want to make a real impact on both our clients and our team.

## Key responsibilities

### Technical architecture & coding

- Lead technical direction across multiple projects: custom theme structures, headless implementations, or API integrations
- Maintain code health: reduce technical debt, create style guides, and establish reusable patterns
- Ensure quality: lead post launch reviews, testing strategies, and verify deliverables match design and performance standards
- Security: manage vulnerable audits and maintain compliance with GDPR and other relevant standards

### Commercial & sustainability

- Strategic scoping: support budgeting and project sizing to ensure accuracy and profitability
- Sustainable engineering: optimise asset delivery, database queries, and other practices to minimise carbon footprint while maintaining performance

### Leadership & mentorship

- Team growth: provide coaching, code reviews, and guidance to mid-level and junior developers, boosting the team's overall capability in performance and security
- Process improvement: Improve processes and implement tools to enhance team efficiency and experience

## Technical environment & expectations

### Application layer

- Deep expertise in WordPress core, custom theme development, and object-oriented plugin architecture
- Experience with ACF/Gutenberg blocks, Native Blocks, React/JSX, and modern PHP practices
- Strong front-end skills, including Tailwind CSS, modern JavaScript frameworks (Vue, Nuxt, etc.), and WordPress Interactivity API



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## **Infrastructure & DevOps**

- Local development with Docker (custom setups)
- CI/CD pipelines via GitHub Actions and Buddy; deployments to VPS hosting
- Familiarity with WP-CLI for site management and scripting

## **AI & innovation**

- Embrace AI as a productivity tool (LLMs, Copilot, etc) and explore integrations that improve team efficiency

## **Who you are**

- Commercially minded: understand how technical choices impact business outcomes
- A values-led leader: coaches others with integrity, openness, and creativity
- Solution-oriented: guide teams through complex challenges and risks
- Clear communicator: can present technical information clearly to technical and non-technical stakeholders

## **What we're looking for**

- WordPress expertise: agency experience building high-standard websites, including migrations
- Front-end precision: implement complex UI/UX accurately and efficiently
- Reliability focus: understand observability, caching, and incident management

## **What we offer**

We offer a package designed to support your life, not just your work:

- Flexible working: home, office (Truro/Bristol), or hybrid
- Comprehensive health: Private healthcare, enhanced sick/maternity/paternity pay
- Time off: 25 Days Leave (increasing annually) + Bank Holidays + Christmas Closure
- Financials: £40,000 - £50,000 starting salary, with 6-month reviews and pension match
- Perks: Volunteering days, team socials, Kudos rewards & recognition programme, and as an employee owned trust - you're a partner, not just an employee

We really want Hiyield to be a place where everyone feels they can belong and thrive. We welcome applications from people of all races, ethnicities, genders, religions, ages, abilities, sexual orientations and neurodiverse communities.

If there's anything we can do to make the recruitment process more comfortable or accessible for you, just let us know - we're here to support you and we genuinely want you to succeed.

Please email us at [hello@hiyield.co.uk](mailto:hello@hiyield.co.uk) to let us know.