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Senior Software Engineer

United Nations University

The United Nations University (UNU) is a global think tank and postgraduate teaching organization within the United Nations System. UNU engages in policy-relevant research, capacity development, and knowledge dissemination in furtherance of the purposes and principles of the United Nations.

The work of UNU contributes to solving pressing global problems that are the concern of the United Nations and its Member States. For the past five decades, UNU has been a source of impartial research on sustainability, human security, and economic development. With hundreds of researchers working at institutes in 12 countries, UNU's expertise spans the full breadth of the 17 Sustainable Development Goals, generating policy-relevant knowledge to effect positive global change. UNU collaborates closely with other UN entities and leading research institutions across the globe. For more information, please visit <http://unu.edu>

About UNU Campus Computing Centre

Within UNU, the Campus Computing Centre (C3) is the University's technology arm and a driving force for innovation, leveraging information and communication technologies (ICT) to support and advance UNU's vision and mission. C3 serves the entire University community, ensuring that staff, faculty, and students can make the most effective and appropriate use of computing resources across teaching, research, outreach, knowledge sharing, administration, and academic support. Learn more at: <https://c3.unu.edu>

Responsibilities

In this pivotal role, the Senior Software Engineer will design, build, and evolve the digital platforms and services that enable UNU's global community to teach, research, and share knowledge with impact. Working within the Campus Computing Centre, they will translate complex, university-wide needs into secure, scalable applications, integrations, and data flows that improve how people work, learn, and collaborate across 12 countries. By modernizing systems, elevating reliability and performance, and ensuring interoperability across the ecosystem, they will directly strengthen UNU's ability to deliver policy-relevant research and advance the Sustainable Development Goals.

The successful candidate will thrive in a collaborative, user-focused environment, blending rigorous engineering with empathy and clear communication. They are equally comfortable shaping architecture and writing high-quality code, championing accessibility, privacy, and security while instituting automation and observability for continuous improvement.

Curious and pragmatic, they turn ambiguity into action, mentor others, and build trusted relationships with stakeholders to solve real problems. A passion for applying forward-thinking technology to create durable, meaningful outcomes for a diverse, global audience will be essential for success in this position.

- **SharePoint Solution Design and Development**
 - Design and implement SharePoint Online sites, information architecture, and modern pages using SPFx web parts and extensions
 - Build reusable components and templates leveraging PnP frameworks and best practices
 - Integrate SharePoint with Microsoft 365 services (Teams, OneDrive, Exchange) to enable seamless collaboration
 - Plan and execute migrations from legacy/on-prem environments to SharePoint Online with minimal downtime
- **Power Platform Development and Automation**
 - Build and enhance canvas and model-driven Power Apps backed by Dataverse and other data sources
 - Design, implement, and maintain Power Automate flows to streamline complex business processes
 - Create and manage custom connectors and integrations with internal/external systems
 - Implement RPA with Power Automate Desktop where appropriate to reduce manual work
- **Security, Governance, and Compliance**
 - Enforce tenant- and environment-level governance, including DLP policies, data access controls, and role-based permissions
 - Conduct security reviews and threat modeling for SharePoint and Power Platform solutions
 - Ensure alignment with organizational policies and regulatory requirements (e.g., GDPR, SOC 2)
 - Establish monitoring, auditing, and alerting to track usage and detect anomalies
- **Agile Delivery and Stakeholder Engagement**
 - Partner with stakeholders to gather requirements and translate them into user stories and acceptance criteria
 - Lead sprint planning, estimation, execution, and demos to deliver iteratively
 - Provide clear status updates, manage risks, and incorporate feedback to refine solutions
 - Maintain a prioritized backlog and roadmap aligned to business outcomes
- **Code Quality, Reviews, and Mentorship**
 - Conduct technical design reviews and code reviews for SPFx, Power Fx, and flow definitions
 - Establish and uphold coding standards, testing practices, and documentation norms
 - Mentor junior engineers through pairing, design sessions, and proactive feedback
 - Champion best practices for performance, reliability, and maintainability
- **Microsoft 365 and Dynamics 365 Integration**

- Integrate SharePoint and Power Platform solutions with Dynamics 365 CE using Dataverse, APIs, and virtual tables
- Implement event-driven and scheduled integrations via Power Automate, webhooks, and Azure Functions
- Design data models and synchronization strategies to ensure data consistency and integrity
- Build robust, secure custom connectors for external and legacy systems
- **Operations, Troubleshooting, and Optimization**
 - Monitor telemetry and logs to proactively identify, diagnose, and resolve incidents within SLAs
 - Tune performance for apps and flows, optimizing queries, triggers, and resource usage
 - Manage capacity planning, licensing, and cost optimization across environments
 - Maintain runbooks and support playbooks to streamline operations and handoffs
- **DevOps, Release Management, and Environment Strategy**
 - Implement CI/CD for SPFx and Power Platform ALM using Azure DevOps or GitHub Actions
 - Define branching, versioning, and release strategies across dev/test/prod environments
 - Automate build, test, packaging, and deployment workflows for reliability and repeatability
 - Seed and manage test data while ensuring data privacy and compliance
- **Documentation and Knowledge Sharing**
 - Author and maintain architecture diagrams, design docs, and ADRs for key decisions
 - Produce user guides, admin manuals, and onboarding materials for new solutions
 - Lead technical workshops and knowledge-sharing sessions across teams
 - Document support procedures and change logs to enable continuity and auditability

Qualifications

Required Qualifications & Experience

- **Education:** Bachelor's degree in Computer Science, Information Systems, or a related field; equivalent practical experience may be considered.
- **Experience:** 7+ years of professional software engineering, including 4+ years designing, building, and operating solutions in Microsoft 365 with a focus on SharePoint Online and the Power Platform; demonstrated experience leading design/code reviews, mentoring engineers, and delivering in Agile environments with CI/CD.
- **Technical Skills:** SharePoint Development (modern SharePoint Online, SPFx, PnP, REST/Graph integration); PowerAutomate (cloud flows, approvals, error handling, ALM, custom connectors); MS365 Graph API (app registrations, delegated/application permissions, OAuth 2.0/OIDC, Microsoft 365 service integration); Power Apps (canvas and model-driven) and Dataverse; Git-based source control and CI/CD using Azure DevOps or GitHub Actions for SPFx and

Power Platform ALM; proficiency in TypeScript/JavaScript and/or C#/.NET; familiarity with Azure services (e.g., Functions, Logic Apps, Key Vault) and security/governance (DLP, RBAC, permissions).

- **Other Skills:** Strong troubleshooting and performance optimization across SharePoint/Power Platform; solid documentation practices; stakeholder engagement and requirements translation; experience with security, privacy, and compliance considerations (e.g., GDPR, auditability).

Preferred Qualifications

- Master's degree in Computer Science, Software Engineering, Information Systems, or related field.
- Microsoft certifications (e.g., Microsoft 365 Certified: Developer Associate; Power Platform Developer Associate; Azure Developer Associate AZ-204; Security/Compliance certifications).
- Experience integrating with Dynamics 365 (including CE) and Dataverse (virtual tables, data modeling, synchronization).
- Hands-on experience with Power Automate Desktop (RPA) and advanced custom connectors.
- Experience planning and executing SharePoint migrations (e.g., from on-prem or legacy; tools such as ShareGate) and tenant-level governance (DLP policies, environment strategy).
- Advanced ALM for Power Platform and SPFx (branching/versioning, automated build/test/deploy, environment provisioning, test data seeding).
- Monitoring and observability using Application Insights, Log Analytics, and proactive incident response/runbooks.
- Knowledge of enterprise security practices (conditional access, identity/permissions design, threat modeling) and working within regulated environments (e.g., SOC 2, ISO 27001).

Language Requirements

- Fluency in English is required
- Knowledge of another UN official working language is an asset.

Competencies

Values

- Inclusion – Take action to create an environment of dignity and respect for all, regardless of age, culture, disability, ethnicity, gender, gender identity, gender expression, geography, grade, language, nationality, racial identity, religion, sex, sex characteristics, sexual orientation, social origin or any other aspect of identity.
- Integrity – Act ethically, demonstrating the standards of conduct of the United Nations and taking prompt action in case of witnessing unprofessional or unethical behaviour, or any other breach of UN standards.
- Humility – Demonstrate self-awareness and willingness to learn from others.
- Humanity – Act according to the purposes of the United Nations: peace, dignity and equality on a healthy planet.

Behaviours

- Connect and Collaborate – Build positive relationships with others to advance the work of the United Nations and work coherently as One UN
- Analyse and Plan – Seek out and use data from a wide range of sources to understand problems, inform decision-making, propose evidence-based solutions and plan action
- Deliver Results with Positive Impact – Hold oneself and others accountable for delivering results and making a positive difference to the people and causes that the United Nations serves
- Learn and Develop – Pursue own learning and development and contribute to the learning and development of others
- Adapt and Innovate – Demonstrate flexibility, agility and the ability to think and act in novel ways

Key Performance Indicators

- Consistently deliver high-quality SharePoint Online and Power Platform solutions that meet user needs (measured by sprint goals achieved, acceptance criteria passed at demos/QA, stakeholder feedback from reviews, post-release defect trends, and performance telemetry such as page load times and flow run success rates)
- Enforce effective security, governance, and compliance across M365/Power Platform environments (assessed through periodic governance audits showing correct DLP/RBAC configurations, completion of threat models for major changes, zero unresolved critical findings prior to release, and timely remediation of alerts/anomalies)
- Improve reliability and repeatability of DevOps/ALM for SPFx and Power Platform (tracked via deployment success and change-failure rates trending favorably, lead time from commit to production within agreed windows, growth in automated build/test coverage, and reduced manual steps in release workflows)
- Maintain stable operations and optimize performance/cost of apps, flows, and integrations (evaluated by MTTR within SLAs, proactive issue detection and resolution using telemetry, measurable performance tuning outcomes on flows/queries/apps, and documented licensing/capacity optimizations resulting in cost avoidance or right-sizing)
- Elevate code quality and team capability through standards, reviews, and mentorship (measured by adherence to coding/testing/documentation norms observed in PRs, creation and adoption of reusable SPFx components/Power Platform templates, constructive code review participation, and positive mentee and workshop feedback)

Remuneration

[Details not provided]

Duration of contract

This is a full-time, fixed-term appointment. The initial appointment will be for one (1) year with the possibility of renewal on a fixed-term appointment basis, subject to satisfactory work performance. For academic positions, the combined duration of fixed-term appointments with UNU may not exceed six (6) years. The mandatory age of retirement for United Nations staff is 65 years.

Starting date

November 30, 2025

How to Apply

To apply to UNU, you will not need an account. Instead, we ask that you:

- Apply via the apply link:
- fill out the [UNU P11 Form](#) (please avoid using similar forms provided by other United Nations organisations):
- provide a motivation statement (in the P11 form); and
- answer a few questions that are tailored to the position. You may wish to refer to the [UN Values and Behaviours Framework](#) for more information.

Application Deadline

December 31, 2025

Assessment

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview, background checks, and references.

Special Notice

Staff members of the United Nations University are international civil servants subject to the Rector's authority. They may be assigned to any of the activities or offices of the United Nations University. The Rector reserves the right to appoint a candidate at a level below that advertised. UNU is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities to apply and become part of the organisation. Applications from developing countries, and from women are strongly encouraged. Eligible internal applicants are also encouraged to apply. UNU has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNU, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination.

If you have supervisory function you need to have awareness on gender related issues.

Information about UNU rosters

UNU reserves the right to select one or more candidates from this vacancy announcement. We may also retain applications and consider candidates applying to this post for other similar positions with UNU at the same grade level and with similar job description, experience and educational requirements.

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