



Salesforce Developer (Contract)

Who we are

Collective X is at the forefront of tackling South Africa's critical shortage of digital skills. As a dynamic not-for-profit organisation, we meaningfully connect the supply and demand of South African digital skills by facilitating the right training, at the right time, for the right price, to impact our future in the right way.

Spearheaded by a team of seasoned professionals with extensive backgrounds in social impact, government, private sector, and programme management and supported by a profiled and experienced board that provides financial and governance oversight, we are on track to inject 10,000 new digital jobs for marginalised young people into the economy.

While still a young organisation, Collective X is very well supported by several philanthropic and business organisations, guaranteeing stability and sustainability over the coming years. With a rapidly expanding network of donor partners and robust support from the business community, senior leaders, and business influencers nationwide, we are experiencing rapid scale and are poised for significant impact.

Join us in our mission to revolutionise South Africa's digital landscape and make a tangible difference in the lives of its people. At Collective X, you will be part of a cutting-edge organisation in a fast-paced environment, where innovation thrives and meaningful work with impact is at the heart of everything we do.

Role & responsibilities

The Salesforce Full-Stack Developer is responsible for building and improving the technology that supports how Collective X works. Most of the role focuses on Salesforce development, including Apex, integrations, automation, and Lightning Web Components. The developer will also work across Microsoft 365, system integrations, and AI-related tools, including prompts, agents, and AI-assisted development.





Core Salesforce platform development

- Apex: strong OOP fundamentals; efficient SOQL/SOSL and bulk-safe DML; trigger handler patterns with governor limits respected by design; asynchronous patterns (Queueable, Batch, Scheduled, @future); HTTP callouts, @RestResource services, and Platform Events; comprehensive test coverage with System.runAs and HttpCalloutMock.
- Lightning Web Components: modern JavaScript (ES6+); clean component architecture with appropriate decorators and lifecycle hooks; component communication via properties, custom events, and Lightning Message Service; Apex integration via @wire and imperative calls; Jest testing; works within Locker Service and Lightning Web Security boundaries.
- Flow: record-triggered, screen, and autolaunched, with sound judgement on Flow versus Apex versus hybrid approaches.
- Salesforce security model: FLS, OWD, sharing rules, manual share, and permission set design.
- Platform breadth: working knowledge of Sales Cloud, Service Cloud, and Experience Cloud; awareness of Marketing Cloud Next; familiarity with Grants Management or the ability to come up to speed on it quickly.
- Agentforce: exposure and the appetite to develop deeper capability as the platform matures.
- Tooling: Salesforce DX, the sf CLI, VS Code with the Salesforce Extension Pack.

Administration and business support

- Responding to stakeholder questions about system setup and behaviour.
- Lightweight administrative changes including but not limited to user setup, permission adjustments, configuration tweaks, ad hoc data fixes.
- Supporting business users through change requests, troubleshooting, and new functionality.
- UAT support, training material, and end-user documentation as part of normal delivery.
- Shared team collaboration sessions including but not limited to standups, planning, retrospectives, knowledge sharing.





AI engineering and AI development

- AI-assisted development tooling fluency: practical experience with tools like Cursor, GitHub Copilot, Claude Code, or Einstein for Developers.
- Prompt engineering: Writes reliable, testable prompts for production use. Comfortable with system and user prompts, few-shot patterns, structured output, and retrieval augmentation.
- AI agent design and orchestration: designing agents (in Agentforce, Claude, or equivalent platforms), managing system context, handling multi-step reasoning, and orchestrating human-to-agent workflows.

Full-stack and integration

- Modern JavaScript, HTML, and CSS at production quality, accessibility aware.
- REST API design and consumption: building, consuming, and debugging.
- Integration patterns: Named Credentials, OAuth flows, webhooks, sync versus async design, retry logic, idempotency, and rate-limit-aware design.

Preferred qualifications

- Any relevant IT undergraduate qualification
- Salesforce certifications (specifically Platform Developer)
- Trailhead Ranger

Experience & competencies

- 2-4 years total professional development experience, with at least 1-2 years of Salesforce platform development is preferred.
- High proficiency in Microsoft 365: SharePoint, Power Automate, Teams, Outlook, and Graph API integrations.
- Proficiency in Salesforce core platform: Sales Cloud (central CRM), Service Cloud, Experience Cloud, Marketing Cloud Next, Data Cloud and Agentforce.
- Good knowledge of AI and automation development: particularly around document management, candidate evidencing, and automated verification workflows.
- Knowledge of Managed packages: most importantly Salesforce Grants Management, which underpins our funding lifecycle.
- Excellent verbal and written communication skills.
- Ability to collaborate with the wider team.





How to apply

- Please send your resume to nthabiseng@thecollectivex.org by no later than 10 July 2026.
- A cover note of no more than 400 words addressing who you are, what you have achieved and the reasons why you would like to be part of a nonprofit organisation.

