



Lead Backend Developer (Python/Django)

About Soi Dog Foundation:

Soi Dog Foundation is the largest animal welfare organisation in Asia dedicated to helping stray dogs and cats. Soi Dog Foundation sterilises, vaccinates, administers medical treatment, shelters, promotes adoption of stray dogs and cats in Thailand, and runs education programmes on animal welfare. Soi Dog Foundation is also actively working to end Asia's dog and cat meat trade.

Soi Dog's Mission Statement is: "To improve the welfare of dogs and cats in Asia, resulting in better lives for both the animal and human communities, to create a society without homeless animals, and to ultimately end animal cruelty".

For more information, please visit www.soidog.org

Job Summary

This is a **hands-on development role** where the successful candidate will directly design, build, and support internal applications and integrations using Python and Django.

You will take significant technical ownership of systems that support internal processes, data flows, reporting, and operational efficiency. This role requires someone practical and structured, who is comfortable working in an environment where systems and processes are still being defined and improved.

This role is based in Thailand and requires the ability to work on-site in Phuket or Bangkok as needed. Candidates must have the legal right to work in Thailand.

Key Responsibilities

- Design, build, and maintain internal applications using Python and Django
- Develop and support integrations between internal and third-party systems
- Build secure, maintainable back-end services and internal tools
- Translate business needs into clear, working technical solutions
- Improve data quality, reporting workflows, and process automation
- Stabilise and document existing systems
- Review architecture and implement improvements for scalability, reliability, and maintainability
- Implement and maintain access control and permission structures
- Troubleshoot issues across applications, integrations, and data processes
- Work closely with IT leadership and business stakeholders to prioritise work effectively
- Coordinate with external vendors where required
- Write clear and maintainable technical documentation

Required Skills and Experience

- Strong professional experience with Python
- Strong experience with Django and Django-based systems
- Experience building and maintaining production applications
- Strong understanding of relational databases such as PostgreSQL or MySQL

- Experience designing and building REST APIs, system integrations, webhooks, and background jobs
- Solid understanding of authentication, permissions, and application security
- Experience using Git in a team environment
- Ability to write clean, maintainable, well-documented code
- Strong problem-solving ability and practical mindset
- Comfortable working independently and structuring your own work
- Able to communicate clearly with non-technical stakeholders

Desirable Experience

- Experience working with cloud platforms (ideally Microsoft Azure)
- Experience with Azure App Services, Functions, Logic Apps, or similar services
- Experience building webhook-driven or event-based integrations
- Familiarity with Microsoft 365, Entra ID, and SSO integrations
- Familiarity with monitoring, logging, and operational support in cloud-hosted environments
- Experience in nonprofit or operational environments

What We Are Looking For

We are looking for someone who:

- Is technically strong and enjoys building systems
- Works in a calm, structured, and reliable way
- Can move work forward without needing detailed instructions
- Identifies problems and proposes practical solutions
- Takes responsibility for code quality and system reliability
- Is comfortable working in a small team with high ownership
- Takes ownership of systems end-to-end, not just individual tasks
- Is comfortable supporting systems in production, including monitoring, issue resolution, and continuous improvement

Why Join Soi Dog

This role offers the opportunity to build and improve systems that directly support the organisation's mission in animal welfare.

- Work in a small team where your work has immediate impact
- Build and evolve systems from the ground up
- High level of ownership and autonomy in technical decisions
- Work across architecture, development, and integrations
- Work closely with leadership and see the direct impact of your work

Location:

This role is office-based, requiring the candidate to work from **either the Phuket or Bangkok office**.

For the Bangkok-based role. Initially, there will be a hybrid working arrangement with some work-from-home flexibility and as we establish our new office in Bangkok, this will transition to a full-time office-

based position and can travel to Phuket when necessary. Soi Dog will cover flight and accommodation during working in Phuket.

Type of Employment: This is a full-time paid post.

Five-day working week, 40 hours per week with two days off. The role will require flexibility to travel as and when required.

Benefits:

- 19 annual holidays (including Thai National Holidays 13 days) increasing with each year of service to a maximum of 25 days a year
- Annual Salary Adjustment
- Annual Service bonus
- Social Security
- Provident Fund
- Housing Loan with GHB
- Uniform
- Training

HOW TO APPLY

Please send your CV, together with a covering letter detailing why you think you would be appropriate for this role, to hr@soidog.org.

Short-listed candidates will be notified by email.