

# Website Developer



**Queer Wave: The Cyprus LGBTQIA+ Film Festival** is seeking a skilled and forward-thinking **Website Developer** to execute a complete digital overhaul of our online home. We aren't just looking for a seasonal update—we need a developer to audit our current platform, identify performance or structural weaknesses, and redesign a website that is visually captivating, highly efficient, and future-proof.

A core objective of this role is building a comprehensive, searchable historical database for all films screened at the festival since its inception. First and foremost, the final platform must be built with the team in mind, ensuring a user-friendly backend that allows non-technical staff to seamlessly manage content, updates, and scheduling for future activity.

## Key Responsibilities

**Comprehensive Overhaul:** Audit the current website to identify UI/UX bottlenecks, security gaps, and performance weaknesses, implementing a complete frontend and backend refresh.

**Film Database Architecture:** Design and deploy a clean, searchable, and responsive archive database to index all historical film selections, including filter options for directors, genres, years, and countries.

**Team-Accessible Backend:** Optimise the Content Management System (CMS) framework so that editing text, adding film pages, updating screening times, and uploading imagery is highly intuitive for the festival crew.

**Performance & SEO:** Ensure fast loading speeds during peak traffic spikes (such as programme launch days), strong mobile responsiveness, and clean SEO infrastructure.

**Technical Hand-off:** Provide lightweight documentation or a brief walkthrough for the team to ensure smooth, independent management of the website moving forward.

**Future-Proofing & Best Practices:** Build the platform using modular, scalable web design standards (e.g. reusable block components and standardised database schemas) ensuring the site can easily scale for future festival editions without requiring a complete rebuild. Implement core security protocols and web accessibility (WCAG) baselines.

## Expected Timeline & Pace

The website overhaul is a critical pre-festival project. The final platform, database, and backend systems must be fully operational, tested, and ready before the official festival programme launch and peak traffic period.

- **Phase 1:** Audit & Architecture (mid-July 2026): Discovery phase, structural auditing, and database schema design.
- **Phase 2:** Core Development & Database Build (late July – mid-August 2026): Frontend redesign, migration/entry of historical film data, and CMS backend optimisation.
- **Phase 3:** Testing & Deployment (late August 2026): Rigorous load testing for traffic spikes, mobile optimisation, SEO tuning, and official site launch ahead of the programme announcement (Monday 31 August 2026).
- **Phase 4:** Festival Support & Hand-off (September – October 2026): Provide light technical monitoring during the festival live dates (18-27 September 2026), followed by final documentation delivery and team walkthrough in October.

## Requirements

- Proven experience in full-stack web development, with a strong portfolio of custom web builds or deep CMS overhauls (e.g. advanced WordPress customisation, custom CSS/JS, or modern web frameworks).
- Demonstrated experience handling databases, custom fields, dynamic filtering, or content archives.
- Knowledge of web development best practices, including semantic HTML, clean data structuring, modern security protocols, and caching strategies for high-traffic events.
- A strong eye for clean typography, visual layouts, and interactive elements that align with a contemporary film festival aesthetic.
- A user-centric approach to development, prioritising backend accessibility for the internal team just as much as frontend accessibility for the audience.
- Excellent problem-solving skills and the ability to work independently to meet strict pre-festival launch deadlines.

*If you do not meet every single requirement listed above but are confident you have the energy, stamina, and drive to thrive in this role, we still highly encourage you to apply.*

## Remuneration & Commitment

- **Contract Type:** Project-based freelance contract.
- **Remuneration:** 3000 EUR flat fee. Must include any VAT payable.

## How to Apply

Please complete our [online application form](#).

As part of the form, you will be asked to upload your CV and provide a link to your portfolio, GitHub, or examples of custom web builds you have deployed.

- **Application Deadline:** Wednesday 08 July 2026 at 23:59 EEST.
- **Interviews:** Online interviews are anticipated to take place between 15 and 24 July 2026.