

Digital Experience Specialist

Mission Aviation Fellowship (MAF), a Christian nonprofit organization founded in 1945, is seeking people who share our desire to see isolated people changed by the love of Christ. MAF operates globally, with its headquarters located in Nampa, Idaho. MAF's core values are: we follow Jesus, we serve together, we commit to a higher standard, and we value each other. This position is a vital part in serving together to bring help, hope, and healing through aviation.

A Brief Overview

This Digital Experience Specialist is responsible for building, maintaining, and optimizing MAF's digital properties with a strong emphasis on front-end execution and digital Growth and Digital Experience support. The position works closely with the Digital Manager and cross-functional teams to ensure websites, emails, and digital campaigns are technically sound, brand-aligned, and delivered on time, as an essential part of the work of MAF so that the Gospel is proclaimed and God's Kingdom is extended.

This position requires an active commitment to the mission, values, and doctrinal stance of MAF. In the course of performing job duties, the employee will act in a manner that is Christ-honoring as well as Christ-like, demonstrating a personal Christian faith and witness in all interpersonal interactions. In addition, the employee must be willing to assist with other projects and duties as assigned by their manager.

Essential Duties

- 50% Front-End Web Development & Website Management
 - Develops, updates, and maintains responsive websites and landing pages using modern HTML, CSS, GUI-based builders, and CMS tools
 - Confidently builds and edits sites in Webflow (visual editor and code-level adjustments)
 - Maintains site structure, performance, accessibility, and SEO best practices
 - Coordinates and implements routine website updates, fixes, and optimizations
 - Understands and manages core web concepts including domains, DNS, hosting, caching, and deployments
 - Collaborates with designers, content contributors, and marketers to translate designs into functional pages
 - Tests, troubleshoots, and resolves front-end issues across browsers and devices
- 25% Email Growth & Campaign Support
 - Develops and maintains reusable, responsive email templates
 - Supports the execution, testing, and scheduling of email campaigns
 - Ensures accuracy, brand consistency, and functionality across email clients
 - Assists with digital campaign setup including asset preparation and QA
 - Uses analytics to monitor performance and support reporting
- 15% Workflow, Tools & Collaboration
 - Works from a ticketing or request management system to track work and priorities
 - Uses GitHub for repository management and version control workflows
 - Works comfortably in an IDE and follows basic development workflows
 - Collaborates effectively with Growth and Digital Experience, creative, and external partners
 - Applies AI tools thoughtfully to improve efficiency and execution
- 10% General Digital & Department Support
 - Assists with documentation, cleanup, and maintenance of digital systems
 - Supports continuous improvement of digital processes and standards
 - Takes ownership of tasks and problem-solves independently

Qualifications

- Some college in web development is required, or equivalent combination of education and experience
- 2 years of hands-on experience in front-end web development is required
- 2 years of experience in digital implementation and execution of projects is required

Skills

- Advanced skill in HTML

- Advanced skill in CSS
- Basic understanding of JavaScript and modern web concepts
- Intermediate knowledge of and hands-on experience working with CMS platforms (Webflow strongly preferred; WordPress acceptable)
- Basic skill in Adobe Photoshop or similar graphical editing tool
- Intermediate ability in translating graphical layouts to electronic medium
- Foundational understanding of web hosting environments, including servers, domains, DNS, and caching

Competencies

- Approaches a complex task or problem by breaking it down into its component parts and considering each part in detail
- Uses rigorous logic and methods to solve difficult problems with effective solutions
- Talks to customers (internal or external) to find out what they need and how satisfied they are with what they are getting
- Establishes workload priorities and consistently follows through with on-time completion
- Develops and uses systems to organize and keep track of information or work progress
- Effectively applies technical knowledge to solve a range of problems
- Collaborative, service-minded attitude

Physical Requirements

- Occasionally lifting, carrying, pushing, or pulling up to 25 lbs
- Frequently sitting and occasionally standing, walking, stooping, and crouching

Starting Pay Range

\$24.01-\$28.01 hourly DOE

MAF is committed to paying our team members competitively to the industry market and to being a market leader in benefits and work/life balance programs. Consistent with our value..." We commit to a high standard," MAF's Total Rewards Philosophy is designed to maintain and improve our market competitiveness in the NGO sector to attract and retain our most critical resource - our people.

MAF is committed to creating and maintaining a work environment free from any form of unlawful discrimination or harassment. As a faith-based religious organization pursuant to the Civil Rights Act of 1964, Section 702 (42 USC @2000e), MAF has the right to and does solely hire candidates who agree with our Statement of Faith and agree to abide by our Standards of Conduct.

MAF expects all MAF staff to comply with its Safeguarding Policy. This includes proper moral and ethical conduct towards all children and vulnerable adults, in all circumstances and in all relationships. In addition, all MAF staff have a responsibility to seek to prevent any form of abuse, to raise any ongoing concerns, and to report any harm, abuse, or neglect to children or vulnerable adults, discovered or reasonably suspected. Violations of this policy will be subject to corrective action up to and including termination of employment.

MAF seeks to create a workplace that is intentional about Kingdom Inspired Diversity. Our commitment to our employees extends to their opportunities for personal and professional growth and development. We will make reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in undue hardship to the organization.