

Web Systems Engineer

30.4 hours per week (4 days), initially on a one-year contract, with the possibility of extension and a permanent contract in the future. There may also be scope to increase the role's hours in future.

Stichting Radio Zamaneh (Zamaneh Media) is looking for an experienced and hands-on Web Systems Engineer to ensure the reliability, security and resilience of our web publishing platforms and supporting infrastructure.

In this role, you will take operational ownership of our production websites and the systems behind them, including hosting, deployment, security, automation, monitoring and troubleshooting. You will also help improve our technical architecture and support resilient publishing for audiences facing restricted or unstable access to information.

We are

Zamaneh Media is a small, non-profit Persian-language media organization based in Amsterdam, the Netherlands. It provides independent journalism, investigative journalism, citizen reporting, debate, and knowledge to audiences in Iran and Persian-speaking communities around the world. Zamaneh builds bridges between Iran and the Iranian diaspora, as well as between different Persian-speaking communities, including those in Afghanistan and Central Asia.

Zamaneh is a public media organization that gives a voice to those who are often unheard. Geographic, ethnic, and sexual minorities, young Iranians, experts, writers, bloggers, artists, and independent academic thinkers are engaged in conversations on a wide range of issues that are considered public taboos in present-day Iran.

Your profile

You are a practical and experienced web systems professional who combines strong technical skills with a structured approach to reliability, security and problem solving. You are comfortable taking ownership of production systems, diagnosing incidents and making sound technical decisions independently.

You communicate clearly with both technical and non-technical colleagues and enjoy improving systems, workflows and documentation. You understand that for Zamaneh, reliable and resilient publishing is not only a technical matter, but essential to our mission and our audiences.

Your role

You will:

- Operate and maintain Radio Zamaneh's web platforms and publishing infrastructure, including WordPress and headless WordPress systems, hosting environments, static site generation workflows, CDN and caching layers, and related services, ensuring reliability and availability across all organisational websites.
- Maintain and optimise automated build and deployment pipelines used to publish and update the organisation's websites, including GitHub/GitHub Actions, Netlify, Cloudflare Pages and equivalent systems.
- Administer and maintain Cloudflare services used by the organisation, including DNS, CDN, caching, image optimisation, security features, access controls, Workers, Pages and related configuration.
- Develop, maintain and troubleshoot automation systems that support publishing workflows, including automated distribution of content to social platforms, newsletters, messaging channels and other external platforms.
- Manage integrations with external services and APIs used for publishing, content distribution, analytics, automation and platform functionality.

- Monitor system performance, uptime and operational health across websites and related infrastructure, responding to incidents, resolving operational issues and coordinating escalation where needed.
- Maintain web platform security through patching, system hardening, secure access control, permissions management, vulnerability mitigation and regular review of exposed services.
- Administer infrastructure access, code repositories and development workflows, including GitHub repositories, version control practices, deployment permissions, service accounts and provider access.
- Operate and maintain an issue tracking system, prioritising issues, coordinating fixes and managing requests relating to development, infrastructure, editorial workflows and platform changes.
- Maintain technical documentation, backups, recovery procedures and operational runbooks, ensuring that critical systems can be understood, maintained and recovered by the organisation.
- Review and quality-assure external development work, assess technical changes where appropriate, and support ongoing improvements to the organisation's digital publishing infrastructure.
- Operate and support systems used for resilient publishing, website mirroring, fallback access and alternative content distribution in restrictive network environments.

Skills and experience

We are looking for someone who:

- Strong sense of operational ownership and accountability for the reliability, security and stability of production systems.
- Analytical problem solving and troubleshooting, with the ability to diagnose issues methodically and resolve incidents calmly when websites, publishing systems or supporting services fail.
- Structured and disciplined approach to system operations, including monitoring, incident response, documentation, follow-through and post-incident improvement.
- Ability to work independently, manage priorities and make practical technical decisions in a remote-first working environment.
- Clear written communication and documentation practices, particularly when explaining technical issues to non-technical colleagues or colleagues for whom English is a second or third language.
- Strong written and spoken English.
- Collaborative working style, with the ability to coordinate effectively with editorial staff, management, external developers, hosting providers and technical vendors.
- Proactive mindset that identifies opportunities to improve reliability, security, workflows, automation and technical sustainability.
- Attention to detail and commitment to maintaining secure, well-maintained, well-documented and recoverable systems.
- At least five years of professional experience administering, maintaining or engineering web platforms, web infrastructure or digital publishing systems.
- Strong experience administering Linux-based hosting environments used for web applications, publishing platforms, APIs or supporting services.
- Experience operating and maintaining WordPress-based websites, including traditional WordPress and headless WordPress architectures.
- Understanding of web server environments and virtual hosting, including administration of Nginx, Apache or similar systems.
- Strong working knowledge of Cloudflare, including DNS, CDN, caching, SSL/TLS, WAF or security controls, access controls, Workers, Pages and related configuration.

- Strong working knowledge of GitHub, including repository management, permissions, branches, pull requests, issue tracking and GitHub Actions.
- Experience maintaining automated build and deployment pipelines used to publish web content, including GitHub Actions, Netlify, Cloudflare Pages or comparable systems.
- Experience with static site generation workflows, preferably including Eleventy or similar frameworks.
- Experience operating websites behind content delivery networks, caching layers and web protection services.
- Understanding of core internet building blocks used by web platforms, including DNS configuration, domain management, SSL/TLS certificates, HTTPS and email-related DNS records where relevant.
- Knowledge of web platform security practices, including system hardening, patch management, secure access control, vulnerability mitigation, secrets management and regular review of exposed services.
- Experience administering secure remote access to infrastructure, including SSH, SFTP and related protocols.
- Experience designing, maintaining or troubleshooting automation workflows.
- Ability to integrate and maintain services that interact with external APIs, analytics systems or other third party tools.
- Experience implementing backup, recovery and operational continuity practices for web platforms and supporting infrastructure.
- Familiarity with image optimisation, caching strategies and performance improvements for high-traffic websites or access in low-bandwidth contexts.
- Understanding of systems used to support alternative content distribution, website mirroring, fallback access or publishing in restrictive network environments.
- Experience supporting digital publishing platforms for media organisations, non-profits, civil society groups or other mission-driven organisations is an advantage, not required.
- Experience working with distributed or remote-first teams is an advantage, not required.
- Fluency in additional languages, particularly Dutch or Farsi, is an advantage, nor required.
- Relevant technical education or training in computer science, systems administration, web engineering or a related field is an advantage, not required.

What we offer

- Gross monthly salary between €4629.52 and €5,531.50 per month on a full-time basis (38 hours / week)
- 25 days' holiday leave
- 8% annual vacation allowance
- Pension plan
- The possibility of working partly from home with a remote work allowance
- Home-work travel fully reimbursed
- Company-provided laptop
- Psychosocial support
- A small, dedicated team within a flat organizational structure with a lot of room for personal development and bringing in ideas

Interested?

Send your CV and motivation letter to nilofar@radiozamaneh.com before Monday 2 November 2026. Please note that the vacancy may close earlier if we receive a high volume of applications.

You can call 020 - 6387947 for further inquiries. An assessment will part of the application process.