JOB DESCRIPTION

JOB DETAILS

Job Title:	Intermediate Software Developer	**Job ID:**	IS2450
Classification:	Information Systems R24	**Classification Date: (MM/DD/YYYY)**	
Branch:	IT Engineering	**Unit:**	ITS-Engineering and Development
Reports to:	Assistant Director, IT Engineering	**Security Screening:**	Yes
Union/Excluded:	BCGEU		

BRANCH DESCRIPTION

The IT Engineering branch is responsible for technical integration within and across systems in the corporate product portfolio, ensuring the appropriate technical solutions are being delivered, appropriate governance is applied, risks and technical deficits are mitigated, issues are resolved, and sound sustainable technical solutions are successfully implemented. The team ensures that the solutions implemented are as intended and that technical debt is both managed and maintainable.

JOB SUMMARY

The Intermediate Software Developer plays a critical role in the software development lifecycle by contributing to the technical design, development, enhancement and maintenance of BC Pension Corporation's information systems and services. This position is responsible for the delivery of software during the design, development, testing and implementation phases of projects throughout the systems life cycle.

JOB RESPONSIBILITIES

• Designs, develops, and tests application solutions to ensure specific design requirements are adhered to and meet functional and non-functional specifications.
• Participates in joint application design sessions to gather client information and takes the lead in recommending technical solutions to meet new and changing business requirements.
• Develops front-end (user interface) and back-end (database) enterprise solutions on a variety of platforms using test-driven design and development processes.
• Leads or participates in the maintenance of software development standards, ensures compliance and makes recommendations regarding the approval of exceptions.
• Provides ongoing application support for incident management, change management and problem resolution, to correct errors or defects in existing applications.
• Performs code reviews to ensure that work aligns with development standards.
• Prepares detailed specifications for projects, including standards, source code and data, scope, and terms of reference.
• Conducts quality assurance audits and post-implementation reviews, ensuring that code is developed to Corporation standards and that unit and system testing was adequate and complete, making recommendations on improvements/enhancements.
• Participates in database development projects, providing input to design and implementation.
• Research best practices and new technologies, and recommends innovative solutions to incorporate into existing Corporation systems.
• Supports the maintenance and emergency maintenance priorities of the Corporation's information systems and services.

EDUCATION

Degree/Diploma Obtained	Program of Study

• Bachelor's degree in information technology, Computer Science, or similar field and (2) years of related experience; OR
• Diploma in Information Technology, Computer Science, or similar field and (3) years of related experience; OR
• Certificate in Information Technology, Computer Science, or similar field and (4) years of related experience; OR
• An equivalent combination of education, training, and (5) years of related experience.

EXPERIENCE

Years of Experience	Type of Experience

Related experience must include the minimum number of years of experience with each of the following requirements corresponding to the education listed above:

• Being in a software Developer role for a medium to large organization;
• Using a variety of modern development tools and technologies, relational and non-relational databases;
• Using CI/CD (one or more - Terraform, CI/CD pipelines, Github actions);
• Using Data APIs, Open API;
• Development in continuous integration and deployment environments; and
• Role specific technical experience as per below.

Role: Database Developer technical experience with the following:

• Database technologies: Oracle (SQL, PL/SQL) / Microsoft (Azure SQL, SQL Server, TSQL);

• Reporting tools; Oracle BI Publisher / MS Power BI; and
• Using Authentication/Authorization (one or more - OpenID Connect (OIDC), JWT).

Preference may be given to applicants with experience in one or more of the following:

• DevOps and using DevOps tools such as GitHub, Jenkins, and Docker;
• Designing, developing or consuming REST APIs;
• Azure cloud development, OCI and AKS; and
• Experience and/or training with automated tes ting frameworks (e.g. Cypress) or test suites to support a Continuous Deployment Environment.

KNOWLEDGE, SKILLS & ABILITIES

In addition to technical proficiency, the successful candidate should be able to:
• Perform technical analysis and implementation using development tools;
• Execute unit & integration testing to identify errors or inefficiencies in software;
• Identify technical specifications and quality assurance standards for application changes and enhancements; and
• Understand business needs and be able to translate those needs into system solutions through interface with varying levels of systems understanding.
• Applicants must have a thorough understanding of change management methodology and systems change life cycle and strong communication skills.

CORE COMPETENCIES

Navigating Change L2
Supporting self and others through change and transition and enabling successful transformation in work products and processes.

- Invites input and feedback on proposed changes.
- Supports others in generating new and innovative approaches.
- Builds support for new approaches and initiatives.
- Shares information on change in a timely manner.
- Identifies innovative approaches to deal with situations for which no known precedent exists.
- Eliminates unnecessary work activities.

Embracing Learning L1
Contributing to a learning culture by developing self and supporting others to acquire skills and improve performance.

- Self-assesses against expectations and standards to identify own learning needs in the current position.
- Reflects on completed activities, identifying what worked well, what didn't, and how to improve own performance.
- Openly shares knowledge with other employees.
- Seeks to learn from other employees.
- Takes advantage of learning opportunities provided to meet job requirements.

Client Orientation L1
Making it easy for our external and internal clients - seeing things through their eyes.

- Follows established processes to ensure consistent service.
- Responds to client needs in a timely, respectful, helpful, and courteous manner.
- Addresses client issues in order of priority.
- Keeps clients up-to-date on the progress of the service they are receiving.
- Directs clients to alternate service channels that may better meet their service needs.

Accountability L2
Holding self and others accountable to deliver on commitments and to achieve desired results.

- Sets challenging but realistic goals for own area of responsibility.
- Helps people improve performance to maximize results.
- Holds people accountable for meeting established expectations.
- Evaluates progress against established goals and objectives.

Inspiring Trust L1

Inspiring confidence by demonstrating integrity and building credibility.

- Communicates professionally with others.
- Presents information in a clear and confident manner.
- Expresses owns views while remaining open to alternative perspectives.
- Respects other perspectives and opinions.
- Speaks well of the organization and of each other.
- Follows through on commitments.

Decision Making L1
Enabling progress by resolving issues and supporting others in taking calculated risks and making decisions.

- Makes decisions within scope of responsibility.
- Applies guidelines and procedures in making decisions.
- Gathers input / information from different sources to support decision making or further action.
- Seeks guidance when the situation is unclear.
- Applies lessons learned when making decisions.
- Supports established decisions.

Organizational Focus L1
Aligning work priorities, processes and practices to achieve the strategic direction.

- Considers the impact of own actions on others.
- Identifies obstacles to existing processes and practices.
- Supports others in the achievement of work unit priorities.